(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 11:08 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

I'm guessing (b) (6), hasn't submitted (b) (6), paperwork yet but unfortunately we don't have access to that and rely on (b) (6), (b) (7 to tell us. Did (b) (6), have an approved leave prior to this one? (b) (6), (b) been out for weeks and if it wasn't approved this should have been counting against (b) (6), attendance.
(b) (6), (b) – feel free to chime in if you know more

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:58 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

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Information Regarding Your Employee's R

Although (b) (6), (b) (7)(C) meets the eligibility requirem
and/or certification may be required in order for the a
law or company policy. (b) (6), (b) (7)(C) will need to pro
of this letter. If the certification is not returned within

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Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

[redacted] received attached on Friday. [redacted] is calling [redacted] to better understand, as it appears [redacted] is eligible but not yet approved for leave based on attached?

Thanks!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:12 AM
To: [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]
Did you receive any communication from [redacted] regarding [redacted] I see [redacted] listed in [redacted] as [redacted] but I am not privy to the paperwork and am not sure if [redacted] ever submitted it?
Any emails you have will be helpful to me to work through this.

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 8:48 AM
To: [redacted]UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: FW: [redacted] - Leave until [redacted] 2020
Importance: High

HI [redacted]

Any support from you on this appreciated. [redacted] has continued to be non compliant with requests and adhering to policy. I'm attaching [redacted] last communication with [redacted]

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
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Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Reply Reply All Forward

(b) (6), (b) (7)(C)

Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

Retention Policy UH Inbox Items Folder 60 Warning (60 days) Expires 7/2/2020

Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dea(b) (6), (b) (7)(C)t al:

During this significant health event I want to continue putting my health and the health c

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

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Sent: Monday, May 4, 2020 12:46 PM
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Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

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That changes the due date for (b) (6), (b) to provide info from provider from (b) (6), (b) (7)/20 to (b) (6), (b) (7)(C)20 (45 days from start of leave)

(b) (6), (b) (7)(C) (b) (6), (b)/20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows (b) (6), (b) days of (b) (6), (b) (7)(C) for (b) (6), (b) (7) – (b) (6), (b) (7). (b) (6), (b) (7) is saying they did not enter that time, nor did (b) (6), (b) (7)(C) They we need to notify (b) (6), (b) (7)(C) (☺) to remove that from Kronos.

(b) (6), (b) has currently not had any leave days approved, however, it appears (b) (6), job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from (b) (6), (b) (7)(C) with attachments and will forward that to you, as well.

Thank you for your support and guidance!

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
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Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

I'm guessing [redacted] hasn't submitted [redacted] paperwork yet but unfortunately we don't have access to that and rely on [redacted] to tell us. Did [redacted] have an approved leave prior to this one? [redacted] been out for weeks and if it wasn't approved this should have been counting against [redacted] attendance.
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To: [redacted] @UHhospitals.org>; [redacted] UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has [redacted] done that?

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Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

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Did you receive any communication from (b) (6), (b) (7)(C) regarding (b) (6), (b) (7) I see (b) (6), (b) listed in (b) (6), (b) (7 as (b) (6), (b) (7)(but I am not privy to the paperwork and am not sure if (b) (6), ever submitted it?
Any emails you have will be helpful to me to work through this.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 8:48 AM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
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Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Reply Reply All Forward

(b) (6), (b) (7)(C) Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

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Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dear (b) (6), (b) (7)(C) et al:

(b) (6), (b) (7)(C)

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Wednesday, May 20, 2020 10:36 AM
To: (b) (6), (b) (7)(C)
Subject: Eligibility - (b) (6), (b) (7)(C) Continuous (b) (6), (b) (7)(C) to (b) (6), (b) -20

No I called them back when (b) (6), (b) (7)(C) sent (b) (6), April email. I'll see if I get anything after (b) (6), (b) -20 before I call to at least see if (b) (6), (b) (7 received the documentation by the deadline. If so, it may take them a minute to make their determination.

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, May 20, 2020 10:24 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: Eligibility - (b) (6), (b) (7)(C) Continuous (b) (6), (b) (7)(C) to (b) (6), (b) -20

(b) (6), (b) (7)(C) did you call (b) (6), (b) (7 today? (b) (6), has until tomorrow and want to make sure we are clear if approved or not and what our next steps are. Thanks

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Wednesday, May 20, 2020 9:47 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: Eligibility - (b) (6), (b) (7)(C) Continuous (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) 20

As a follow-up, I did call (b) (6), (b) (7 back when this email arrived. You were right and no leaves have been approved yet. (b) (6), (b) (7) did incorrectly close out (b) (6), first request and they fixed it after my call. I think (b) (6), has until (b) (6), (b) (7) 20 to provide provider justification for the leave (b) (6), originally asked for and the additional time through (b) (6), (b) -20.

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Friday, May 1, 2020 10:48 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: Eligibility - (b) (6), (b) (7)(C) Continuous (b) (6), (b) (7)(C) to (b) (6), (b) -20

Hi (b) (6), (b) (7)(C)

I think you should call [redacted] updates the [redacted] time on behalf of the employee, the only thing you have to input is PTO for them. However I'm not showing the original leave for [redacted] so its my assumption that Kronos probably does not show [redacted] for all the dates [redacted] has been out. [redacted] needs to tell you what happened with the original leave, was it denied, approved?

Thanks,
[redacted]

[redacted]

From: [redacted]
Sent: Friday, May 01, 2020 10:23 AM
To: [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: Eligibility -[redacted] Continuous [redacted] to [redacted]-20

I received this today for [redacted] Curious about how the time between [redacted]-17 and [redacted]-20 is categorized.

[redacted]

From: MyUHLeaves@uhhospitals.org <MyUHLeaves@uhhospitals.org>
Sent: Friday, May 1, 2020 9:56 AM
To: [redacted]@UHhospitals.org>
Subject: Eligibility -[redacted]

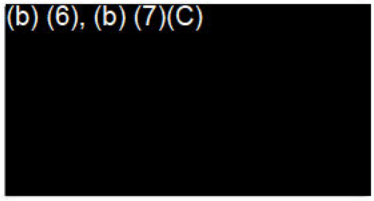
Hello,

Please review the attached leave correspondence. Please let us know if you have any questions.

Thank you,

[redacted]

(b) (6), (b) (7)(C)



THIS EMAIL ADDRESS IS NOT MONITORED. DO NOT REPLY TO THIS EMAIL.
This e-mail and any attachments may be confidential or legally privileged. If you received this message in error or are not the intended recipient, you should destroy the e-mail and any attachments or copies, and you are prohibited from retaining, distributing, disclosing or using any information contained herein. Thank you for your cooperation.

---------- This message, and any attachments to it, may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any use, dissemination, distribution, copying, or communication of this message is strictly prohibited. If you have received this message in error, please notify the sender immediately by return e-mail and delete the message and any attachments. Thank you.

.

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – (b) (6), paperwork was due yesterday. It was not submitted and (b) (6), (b) (7) has granted (b) (6), (b) an extension to turn in until (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 1:21 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks for the feedback
The bottom line is that it appears any time (b) (6), has been out since (b) (6), (b should be considered protected. We need to stay close to this to ensure (b) (6), submits the paperwork. (b) (6), (b) (7 will notify (b) (6), (b) (7)(C) if it is/isn't approved.
If it is approved (b) (6), (b) (7)(C) will exhaust prior to when (b) (6), says (b) (6), will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the [redacted] from Kronos

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 12:46 PM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE [redacted] - Leave until [redacted] 2020

Hi [redacted]

[redacted] just spoke to [redacted] As of today, MyUHHR shows [redacted] has a leave request for [redacted]/20 – [redacted]20 awaiting more information. The leave originally shows [redacted]20 – [redacted]/20. Upon [redacted] speaking to [redacted] this morning, they indicated [redacted] opened a leave to start [redacted]20 and then [redacted] requested it to be changed to [redacted]/20. After speaking with [redacted], [redacted] is saying they should not have changed the start date to [redacted]/20 and changed it back to [redacted]20 today.

That changes the due date for [redacted] to provide info from provider from [redacted]20 to [redacted]20 (45 days from start of leave)

[redacted]20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

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[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

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Thank you for your support and guidance!

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[redacted] – feel free to chime in if you know more

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of this letter. If the certification is not returned within

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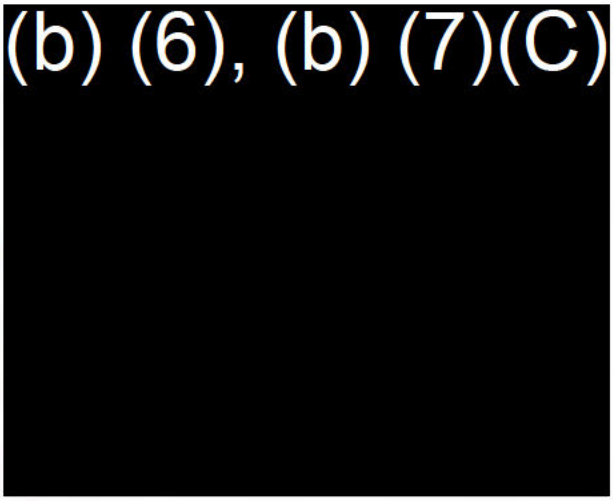

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Importance: High

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Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

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Dear (b) (6), (b) (7)(C) et al:

[redacted]

I will be returning to work tentatively on (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Wednesday, May 27, 2020 12:14 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) time card

Sure thing I will check after the 31st to make sure (b) (6), has turned in what is needed. If (b) (6), turns in the appropriate documentation to cover (b) (6), leave this should be an non-issue as far as (b) (6), (b) (7)(C) goes. As for the (b) (6), (b) (7)(C) leave option that will be a different story, however I think we should have more answers after (b) (6), deadline has passed.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Wednesday, May 27, 2020 12:10 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) time card

I'm sure you must be right, but (b) (6), (b) (7 told me today and previously that they don't and that they only transfer the info to Payroll. Can we leave this up to you all to check? ☺

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, May 27, 2020 12:09 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) time card

Hi (b) (6), (b) (7)(C)

We will have to check with (b) (6), (b) (7 as they are the ones that enter (b) (6), (b) (7)(in kronos.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Wednesday, May 27, 2020 12:06 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (/)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject (b) (6), (b) (7)(C) time card

Unless the rep made a mistake today, [redacted] said that [redacted] has no approved leaves, but [redacted] is eligible. Should we check with whomever entered the [redacted] on your team to see what prompted them to do this?

We do agree with going to the next step if [redacted] either turns in no documentation to support [redacted] request by [redacted]-20 or is denied the [redacted] by [redacted] for some other reason.

From: [redacted]@UHhospitals.org>
Sent: Wednesday, May 27, 2020 11:53 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] time card

[redacted]
You may have to check with [redacted] because it looks like [redacted] has [redacted] for a parent and a domestic partner? I don't see any approvals but I do see the [redacted] Hours being applied which is odd.
If we don't have any documentation from [redacted] this week, we need to move forward with the next step

[redacted]

From: [redacted]
Sent: Wednesday, May 27, 2020 10:35 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: FW: [redacted] time card

Hi,

Can you let us know if you received something for [redacted] It looks like someone entered [redacted] Thanks

From: [redacted]@UHhospitals.org>
Sent: Tuesday, May 26, 2020 9:13 AM
To: [redacted]@UHhospitals.org>
Subject: [redacted] time card

I see this on [redacted] time card today. I didn't see any email notifications of approval and don't see on leave pro that [redacted] was approved yet though.

.

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 3:03 PM
To: University Hospitals Esclations
Cc: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C)

Hello Team,

Are we able to take a look at (b) (6), (b) (7)(C) This employee has been out of work since April. (b) (6), originally applied for a leave for (b) (6), (b) until (b) (6), (b, and we were made aware (b) (6), was given an extension to provide (b) (6), paperwork by (b) (6), (b) (7 to have this time approved. It looks like today (b) (6), (b) requested another leave starting (b) (6), (b) (7) until (b) (6), (b) (7) However what happened to the time from (b) (6), (b) until now? Is that leave denied? Will (b) (6), still have until (b) (6), (b) (7 to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with (b) (6), paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Attachments: 201908_785803898234_20200529_0000676497.pdf

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) (7)/20 – (b) (6), (b) (7)/20. Please let me know our options.

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) Brew@UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – [redacted] paperwork was due yesterday. It was not submitted and [redacted] has granted [redacted] an extension to turn in until [redacted].

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 1:21 PM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] Leave until [redacted] 2020

Thanks for the feedback
The bottom line is that it appears any time [redacted] has been out since [redacted] should be considered protected. We need to stay close to this to ensure [redacted] submits the paperwork. [redacted] will notify [redacted] if it is/isn't approved.
If it is approved [redacted] will exhaust prior to when [redacted] says [redacted] will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the [redacted] from Kronos

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 12:46 PM
To: [redacted]UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]

[redacted] just spoke to [redacted] As of today, MyUHHR shows [redacted] has a leave request for [redacted]/20 – [redacted]/20 awaiting more information. The leave originally shows [redacted]20 – [redacted]/20. Upon [redacted] speaking to [redacted] this morning, they indicated [redacted] opened a leave to start [redacted]20 and then [redacted] requested it to be changed to [redacted]/20. After speaking with her [redacted], [redacted] is saying they should not have changed the start date to [redacted]/20 and changed it back to [redacted]20 today.

That changes the due date for [redacted] to provide info from provider from [redacted]/20 to [redacted]20 (45 days from start of leave)

[redacted]20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows [redacted] days of [redacted] for [redacted]. [redacted] is saying they did not enter that time, nor did [redacted] They we need to notify [redacted] (☺) to remove that from Kronos.

[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from [redacted] with attachments and will forward that to you, as well.

Thank you for your support and guidance!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 11:08 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

I'm guessing [redacted] hasn't submitted [redacted] paperwork yet but unfortunately we don't have access to that and rely on [redacted] to tell us. Did [redacted] have an approved leave prior to this one? [redacted] been out for weeks and if it wasn't approved this should have been counting against [redacted] attendance.
[redacted] – feel free to chime in if you know more

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:58 AM
To: [redacted]@UHhospitals.org>; [redacted]UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has [redacted] done that?

Information Regarding Your Employee's R

Although (b) (6), (b) (7)(C) meets the eligibility requirem and/or certification may be required in order for the a law or company policy. (b) (6), (b) (7)(C) will need to pro of this letter. If the certification is not returned within

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:56 AM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

(b) (6), (b) (7)(C) received attached on Friday. (b) (6), (b is calling (b) (6), (b) (7 to better understand, as it appears (b) (6), is eligible but not yet approved for leave based on attached?

Thanks!

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:12 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C
Did you receive any communication from (b) (6), (b) (7)(C) regarding (b) (6), (b) (7) I see (b) (6), (b) listed in (b) (6), (b) (7 as (b) (6), (b) (7)(but I am not privy to the paperwork and am not sure if (b) (6), ever submitted it?
Any emails you have will be helpful to me to work through this.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 8:48 AM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 3 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Reply Reply All Forward

(b) (6), (b) (7)(C) Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

Retention Policy UH Inbox Items Folder 60 Warning (60 days) Expires 7/2/2020

Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dear (b) (6), (b) (7)(C) et al:

(b) (6), (b) (7)(C)

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 3:12 PM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Agreed at this point. Not sure why (b) (6), (b) (7 is not on board though.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 3:10 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks. I don't want to be a nag, just was hoping to get this cleared up. Appreciate the email and hopefully they will respond next week and we can assist from there.
It's very confusing but I think (b) (6), (b) taking advantage

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 3:08 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks, I sent this inquiry to the escalation box. I was hoping to follow up after (b) (6), due date of (b) (6), (b) (7)(C) but now this causes confusion.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 3:03 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

We need to figure out if (b) (6), ever submitted the paperwork to be approved. If (b) (6), (b) (7 is saying (b) (6), never submitted, but it's coming over on their file to Kronos, something is off. The system says for (b) (6), (b) (7)(C) . Either way (b) (6), will exhaust in another month or so.

Let me know how I can help but hoping you can resolve

Thanks

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM
To: (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) [redacted] 2020

Hi (b) (6), (b) (7)(C) [redacted]

Sorry to be a pain – we are now receiving notification that (b) (6), (b) [redacted] is requesting leave for (b) (6), (b) ([redacted] /20 – (b) (6), (b) (7)([redacted] 20. Please let me know our options.

Thanks
(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) [redacted] 2020

Thank you for the update (b) (6), (b) (7)(C) [redacted] We can partner back up after (b) (6), [redacted] extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) [redacted] 2020

Good afternoon,

As a follow up – [redacted] paperwork was due yesterday. It was not submitted and [redacted] has granted [redacted] an extension to turn in until [redacted]

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 1:21 PM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Thanks for the feedback
The bottom line is that it appears any time [redacted] has been out since [redacted] should be considered protected. We need to stay close to this to ensure [redacted] submits the paperwork. [redacted] will notify [redacted] supervisor if it is/isn't approved.
If it is approved [redacted] will exhaust prior to when [redacted] says [redacted] will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the [redacted] from Kronos

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 12:46 PM
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Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]

[redacted] just spoke to [redacted] As of today, MyUHHR shows [redacted] has a leave request for [redacted]/20 [redacted]/20 awaiting more information. The leave originally shows [redacted]20 – [redacted]20. Upon [redacted] speaking to [redacted] this morning, they indicated [redacted] opened a leave to start [redacted]/20 and then [redacted] requested it to be changed to [redacted]/20. After speaking with [redacted], [redacted] is saying they should not have changed the start date to [redacted]/20 and changed it back to [redacted]/20 today.

That changes the due date for [redacted] to provide info from provider from [redacted]/20 to [redacted]/20 (45 days from start of leave)

[redacted]/20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

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[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from [redacted] with attachments and will forward that to you, as well.

Thank you for your support and guidance!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 11:08 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE [redacted] - Leave until [redacted] 2020

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[redacted] – feel free to chime in if you know more

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:58 AM
To: [redacted]@UHhospitals.org>; [redacted]UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has [redacted] done that?

Information Regarding Your Employee's R

Although (b) (6), (b) (7)(C) meets the eligibility requirem and/or certification may be required in order for the a law or company policy. (b) (6), (b) (7)(C) will need to pro of this letter. If the certification is not returned within

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:56 AM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

(b) (6), (b) (7)(C) received attached on Friday. (b) (6), (b is calling (b) (6), (b) (7 to better understand, as it appears (b) (6) is eligible but not yet approved for leave based on attached?

Thanks!

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:12 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C

Did you receive any communication from (b) (6), (b) (7)(C) regarding (b) (6), (b) (7 I see (b) (6), (b) listed in (b) (6), (b) (7 as (b) (6), (b) (7)(but I am not privy to the paperwork and am not sure if (b) (6) ever submitted it?

Any emails you have will be helpful to me to work through this.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 8:48 AM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C) or
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Reply Reply All Forward

(b) (6), (b) (7)(C) Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

Retention Policy UH Inbox Items Folder 60 Warning (60 days) Expires 7/2/2020

Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dear (b) (6), (b) (7)(C) et al:

(b) (6), (b) (7)(C)

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) D
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
(b) (6), (b) (7)(C)/20 – Opened LOA for the dates of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/20 – (b) (6), (b) (7)(C) called to change the start date of the leave from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) (b) (6), (also, requested to change the end date from (b) (6), (b) (7)(to (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)/20 – (b) (6), (b) (7)(C) used the self-service portal to extend the leave through (b) (6), (b) (7)(C) 20.

At this time, (b) (6), (b) (7)(C) does not have a leave for the dates of (b) (6), (b) (7)(C) as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact (b) (6), (b) (7)(C) to update (b) (6), leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due (b) (6), (b) (7)(to support the beginning of the leave.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Cc: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are we able to take a look at (b) (6), (b) (7)(C) This employee has been out of work since April. (b) (6), originally applied for a leave for (b) (6), (until (b) (6), (b) and we were made aware (b) (6), was given an extension to provide (b) (6), paperwork by (b) (6), (b) (7 to have this time approved. It looks like today (b) (6), (b) requested another leave starting (b) (6), (b) (7 until (b) (6), (b) (7 . However what happened to the time from (b) (6), (b) until now? Will (b) (6), still have unti (b) (6), (b) (7) to provide that paperwork to have that

this time off approved? It seems the leave date keeps changing, along with [redacted] paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
[redacted]

[redacted]
Office: [redacted]

Visit us at www.UHhospitals.org.

The enclosed information is STRICTLY CONFIDENTIAL and is intended for the use of the addressee only. University Hospitals and its affiliates disclaim any responsibility for unauthorized disclosure of this information to anyone other than the addressee.

Federal and Ohio law protect patient medical information, including psychiatric_disorders, (H.I.V) test results, A.I.Ds-related conditions, alcohol, and/or drug_dependence or abuse disclosed in this email. Federal regulation (42 CFR Part 2) and Ohio Revised Code section 5122.31 and 3701.243 prohibit disclosure of this information without the specific written consent of the person to whom it pertains, or as otherwise permitted by law.

---------- This message, and any attachments to it, may contain information that is privileged, confidential, and exempt from disclosure under applicable law. If the reader of this message is not the intended recipient, you are notified that any use, dissemination, distribution, copying, or communication of this message is strictly prohibited. If you have received this message in error, please notify the sender immediately by return e-mail and delete the message and any attachments. Thank you.

From: (b) (6), (b) (7)(C)
Sent: Monday, June 1, 2020 12:47 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Importance: High

Hi,

I just want to circle back on this. It looks like (b) (6), (b) is out of office this week. We are past the extension date of (b) (6), (b) (7)(C) (b) (6), applied for another leave and I would like to take action as soon as possible if able since we have exceed (b) (6), (b) (7)(C)

(b) (6), has not been to work in 2 months at this point and we really need this role filled.

Thanks for your support and guidance!!!

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) (7)/20 – (b) (6), (b) (7)20. Please let me know our options.

Thanks

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>;(b) (6), (b) (7)(C) @UHhospitals.org>;(b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>;(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – (b) (6), paperwork was due yesterday. It was not submitted and (b) (6), (b) (7) has granted (b) (6), (b) an extension to turn in until (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 1:21 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>;(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks for the feedback
The bottom line is that it appears any time [redacted] has been out since [redacted] should be considered protected. We need to stay close to this to ensure [redacted] submits the paperwork. [redacted] will notify [redacted] supervisor if it is/isn't approved.
If it is approved [redacted] will exhaust prior to when [redacted] says [redacted] will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the [redacted] from Kronos

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 12:46 PM
To: [redacted]UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]

[redacted] just spoke to [redacted] As of today, MyUHHR shows [redacted] has a leave request for [redacted]/20 – [redacted]/20 awaiting more information. The leave originally shows [redacted]20 – [redacted]/20. Upon [redacted] speaking to [redacted] this morning, they indicated [redacted] opened a leave to start [redacted]20 and then [redacted] requested it to be changed to [redacted]/20. After speaking with [redacted], [redacted] is saying they should not have changed the start date to [redacted]/20 and changed it back to [redacted]/20 today.

That changes the due date for [redacted] to provide info from provider from [redacted]/20 to [redacted]/20 (45 days from start of leave)

[redacted]/20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows [redacted] days of [redacted] for [redacted]. [redacted] is saying they did not enter that time, nor did [redacted] They we need to notify [redacted] (☺) to remove that from Kronos.

[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from [redacted] with attachments and will forward that to you, as well.

Thank you for your support and guidance!

[redacted]

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 11:08 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

I'm guessing (b) (6), hasn't submitted (b) (6), paperwork yet but unfortunately we don't have access to that and rely on (b) (6), (b) (7 to tell us. Did (b) (6), have an approved leave prior to this one? (b) (6), (b) been out for weeks and if it wasn't approved this should have been counting against (b) (6), attendance.
(b) (6), (b) – feel free to chime in if you know more

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:58 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Agree – looks like more information is needed for this to be approved, has (b) (6), done that?

Information Regarding Your Employee's R

Although (b) (6), (b) (7)(C) meets the eligibility requirem
and/or certification may be required in order for the a
law or company policy. (b) (6), (b) (7)(C) will need to pro
of this letter. If the certification is not returned within

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:56 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

[redacted] received attached on Friday. [redacted] is calling [redacted] to better understand, as it appears [redacted] is eligible but not yet approved for leave based on attached?

Thanks!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:12 AM
To: [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]
Did you receive any communication from [redacted] regarding [redacted] I see [redacted] listed in [redacted] as [redacted] but I am not privy to the paperwork and am not sure if [redacted] ever submitted it?
Any emails you have will be helpful to me to work through this.

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 8:48 AM
To: [redacted]UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: FW: [redacted] - Leave until [redacted] 2020
Importance: High

HI [redacted]

Any support from you on this appreciated. [redacted] has continued to be non compliant with requests and adhering to policy. I'm attaching [redacted] last communication with [redacted]

Can we move this to abandonment and terminate?

Please let us know.

Thanks

(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Reply Reply All Forward

(b) (6), (b) (7)(C) Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

Retention Policy UH Inbox Items Folder 60 Warning (60 days) Expires 7/2/2020

Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dear (b) (6), (b) (7)(C) et al:

During this significant health event I want to continue putting my health and the health c

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Monday, June 1, 2020 12:58 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Yes I am on this and have submitted a request to find out the detail and we can ultimately take the next step as there isn't any paperwork that has been received.
I'll get back to you by end of day tomorrow.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 12:47 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020
Importance: High

Hi,

I just want to circle back on this. It looks like (b) (6), (b) is out of office this week. We are past the extension date of (b) (6), (b) (7)(C) – (b) (6), applied for another leave and I would like to take action as soon as possible if able since we have exceed (b) (6), (b) (7)(C).

(b) (6), has not been to work in 2 months at this point and we really need this role filled.

Thanks for your support and guidance!!!

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM

To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) (7)(C) 20 – (b) (6), (b) (7)(C) /20. Please let me know our options.

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)
Office (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – (b) (6), paperwork was due yesterday. It was not submitted and (b) (6), (b) (7 has granted (b) (6), (b an extension to turn in until (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 1:21 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks for the feedback
The bottom line is that it appears any time (b) (6), has been out since (b) (6), should be considered protected. We need to stay close to this to ensure (b) (6), submits the paperwork. (b) (6), (b) (7) will notify (b) (6), (b) (7)(C) if it is/isn't approved.
If it is approved his (b) (6), (b) (7) will exhaust prior to when [redacted] says (b) (6), will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the (b) (6), (b) (7)(from Kronos

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Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)

(b) (6), (b) (7)(C) just spoke to (b) (6), (b) (7)(C) As of today, MyUHHR shows (b) (6), (b) has a leave request for (b) (6), (b) (7)(20 – (b) (6), (b) (/20 awaiting more information. The leave originally shows (b) (6), (/20 – (b) (6), (b) (/20. Upon (b) (6), (b) (7)(C) speaking to (b) (6), (b) (7)(C) this morning, they indicated (b) (6), (b) opened a leave to start (b) (6), /20 and then (b) (6), requested it to be changed to [redacted] /20. After speaking with (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) is saying they should not have changed the start date to [redacted] /20 and changed it back to (b) (6), (/20 today.

That changes the due date for (b) (6), (b) to provide info from provider from [redacted] /20 to [redacted] /20 (45 days from start of leave)

(b) (6), (b) (7)((b) (6), (/20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows (b) days of (b) (6), (b) (7)(for (b) (6), (b) – (b) (6), (b) (7). (b) (6), (b) (7) is saying they did not enter that time, nor did (b) (6), (b) (7)(C) They we need to notify (b) (6), (b) (7)(C) (☺) to remove that from Kronos.

[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

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Thank you for your support and guidance!

[redacted]

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Cc: [redacted] @UHhospitals.org>
Subject: RE [redacted] - Leave until [redacted] 2020

I'm guessing [redacted] hasn't submitted [redacted] paperwork yet but unfortunately we don't have access to that and rely on [redacted] to tell us. Did [redacted] have an approved leave prior to this one? [redacted] been out for weeks and if it wasn't approved this should have been counting against [redacted] attendance.
[redacted] – feel free to chime in if you know more

[redacted]

From: [redacted]
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Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has [redacted] done that?

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Hi (b) (6), (b) (7)

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[redacted]

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Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

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Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

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Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

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To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi all
It turns out that (b) (6), (b) has not submitted ANY paperwork back to (b) (6), (b) (7)(Technically (b) (6), had 15 days from (b) (6), original request to submit it so I'm not sure what happened or where the (b) (6), (b) (7) date is coming from.
I'll set up a call for us tomorrow to review next steps.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 12:47 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

Hi,

I just want to circle back on this. It looks like (b) (6), (b) (is out of office this week. We are past the extension date of (b) (6), (b) (7)(C) – (b) (6), applied for another leave and I would like to take action as soon as possible if able since we have exceed (b) (6), (b) (7)(C).

(b) (6), has not been to work in 2 months at this point and we really need this role filled.

Thanks for your support and guidance!!!

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) (7/20 – (b) (6), (b) (7/20. Please let me know our options.

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – (b) (6), paperwork was due yesterday. It was not submitted and (b) (6), (b) (7 has granted (b) (6), (b an extension to turn in until (b) (6), (b) (7)(C).

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 1:21 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>;(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks for the feedback
The bottom line is that it appears any time (b) (6), has been out since (b) (6), should be considered protected. We need to stay close to this to ensure (b) (6), submits the paperwork. (b) (6), (b) (7) will notify (b) (6), supervisor if it is/isn't approved.
If it is approved (b) (6), (b) (7)(C) will exhaust prior to when (b) (6), says (b) (6), will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the (b) (6), (b) (7)(from Kronos

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 12:46 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)

(b) (6), (b) (7)(C) just spoke to (b) (6), (b) (7)(C) As of today, MyUHHR shows (b) (6), (b) has a leave request for (b) (6), (b) (7 /20 – (b) (6), (b) (7 /20 awaiting more information. The leave originally shows (b) (6), (b 1 /20 – (b) (6), (b) (7 /20. Upon (b) (6), (b) (7)(C) speaking to (b) (6), (b) (7)(C) this morning, they indicated (b) (6), (b) opened a leave to start (b) (6), (b /20 and then (b) (6), requested it to be changed to (b) (6), (b) (7 /20. After speaking with (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) is saying they should not have changed the start date to (b) (6), (b) (7)(C 20 and changed it back to (b) (6), (b /20 today.

That changes the due date for (b) (6), (b) to provide info from provider from (b) (6), (b) (7)(C 20 to (b) (6), (b) (7 /20 (45 days from start of leave)

(b) (6), (b) (7)((b) (6), (b) (7 20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows [redacted] days of [redacted] for [redacted]. [redacted] is saying they did not enter that time, nor did [redacted] They we need to notify [redacted] (☺) to remove that from Kronos.

[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from [redacted] with attachments and will forward that to you, as well.

Thank you for your support and guidance!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 11:08 AM
To: [redacted] @UHhospitals.org>; [redacted] @UHhospitals.org>
Cc: [redacted] @UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

I'm guessing [redacted] hasn't submitted [redacted] paperwork yet but unfortunately we don't have access to that and rely on [redacted] to tell us. Did [redacted] have an approved leave prior to this one? [redacted] been out for weeks and if it wasn't approved this should have been counting against [redacted] attendance.
[redacted] – feel free to chime in if you know more

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:58 AM
To: [redacted] @UHhospitals.org>; [redacted] @UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has [redacted] done that?

.

From: (b) (6), (b) (7)(C)
Sent: Monday, June 1, 2020 8:33 AM
To: University Hospitals Esclations; (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) D
Subject: RE: (b) (6), (b) (7)(C)

Thank you for the detail. It sounds to me like (b) (6), never turned in the (b) (6), (b) (7)(C) certification at all and (b) (6), has been out and not working since (b) (6), /20?

(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
(b) (6), (b) (7)(C) /20 – Opened LOA for the dates of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) called to change the start date of the leave from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) . (b) (6), also, requested to change the end date from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) used the self-service portal to extend the leave through (b) (6), (b) (7)(C) /20.

At this time, (b) (6), (b) (7)(C) does not have a leave for the dates of (b) (6), (b) (7)(C) as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact (b) (6), (b) (7)(C) to update (b) (6), leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due (b) (6), (b) (7)(C) to support the beginning of the leave.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: [redacted]@UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations <[redacted]
Cc: [redacted]UHhospitals.org>; [redacted]@UHhospitals.org>
Subject: [redacted]

[EXTERNAL]

Hello Team,

Are we able to take a look at [redacted]. This employee has been out of work since April. [redacted] originally applied for a leave for [redacted] until [redacted], and we were made aware [redacted] was given an extension to provide [redacted] paperwork by [redacted] to have this time approved. It looks like today [redacted] requested another leave starting [redacted] until [redacted] However what happened to the time from [redacted] until now? Is that leave denied? Will [redacted] still have until [redacted] to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with [redacted] paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
[redacted]

[redacted]

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From: University Hospitals Esclations <(b) (6), (b) (7)(C)
Sent: Monday, June 1, 2020 1:28 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

That is correct.
(b) (6), (b) (7)(C) contacted (b) (6), (b) (7)(C) and changed the start date of the leave to know reflect a start date of (b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) /20.
(b) (6), (b) (7)(C) has not received any paperwork to support any time off at this time.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Monday, June 1, 2020 6:33 AM
To: University Hospitals Esclations <(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
<(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you for the detail. It sounds to me like (b) (6), never turned in the (b) (6), (b) (7)(C) certification at all and (b) (6) has been out and not working since (b) (6), (b) 20?

(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
[redacted]/20 – Opened LOA for the dates of [redacted]
[redacted]20 – [redacted] called to change the start date of the leave from [redacted]. [redacted] also, requested to change the end date from [redacted] to [redacted].
[redacted]/20 – [redacted] used the self-service portal to extend the leave through [redacted]/20.

At this time, [redacted] does not have a leave for the dates of [redacted] as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact [redacted] to update [redacted] leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due [redacted] to support the beginning of the leave.

Thank you and Have A Wonderful Day,

[redacted]

From: [redacted]@UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations [redacted]
Cc: [redacted]UHhospitals.org>; [redacted]@UHhospitals.org>
Subject: [redacted]

[EXTERNAL]

Hello Team,

Are we able to take a look at [redacted] This employee has been out of work since April. [redacted] originally applied for a leave for [redacted] unti [redacted] and we were made aware [redacted] was given an extension to provide [redacted] paperwork by [redacted] to have this time approved. It looks like today [redacted] requested another leave starting [redacted] until [redacted] However what happened to the time from [redacted] until now? Is that leave denied? Will [redacted] still have until [redacted] to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with [redacted] paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
[redacted]

[redacted]
Office: [redacted]

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Federal and Ohio law protect patient medical information, including psychiatric_disorders, (H.I.V) test results, A.I.Ds-related conditions, alcohol, and/or drug_dependence or abuse disclosed in this email. Federal regulation (42 CFR Part 2) and Ohio Revised Code section 5122.31 and 3701.243 prohibit disclosure of this information without the specific written consent of the person to whom it pertains, or as otherwise permitted by law.

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From: (b) (6), (b) (7)(C)
Sent: Monday, June 8, 2020 2:15 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good and as (b) (6), (b) (7)(C), I should get notified also. In the past, (b) (6), (b) indicated (b) (6), wanted to work from home, but wasn't willing to sign the work from home agreement without edits.

We need to get someone back in (b) (6), seat as 1/3 of a 3-person team. (b) (6), (b) (7)(C) is on PTO this week, but I think we're looking for HR direction as to what options we have to achieve that.

(b) (6), (b) (7)(C)

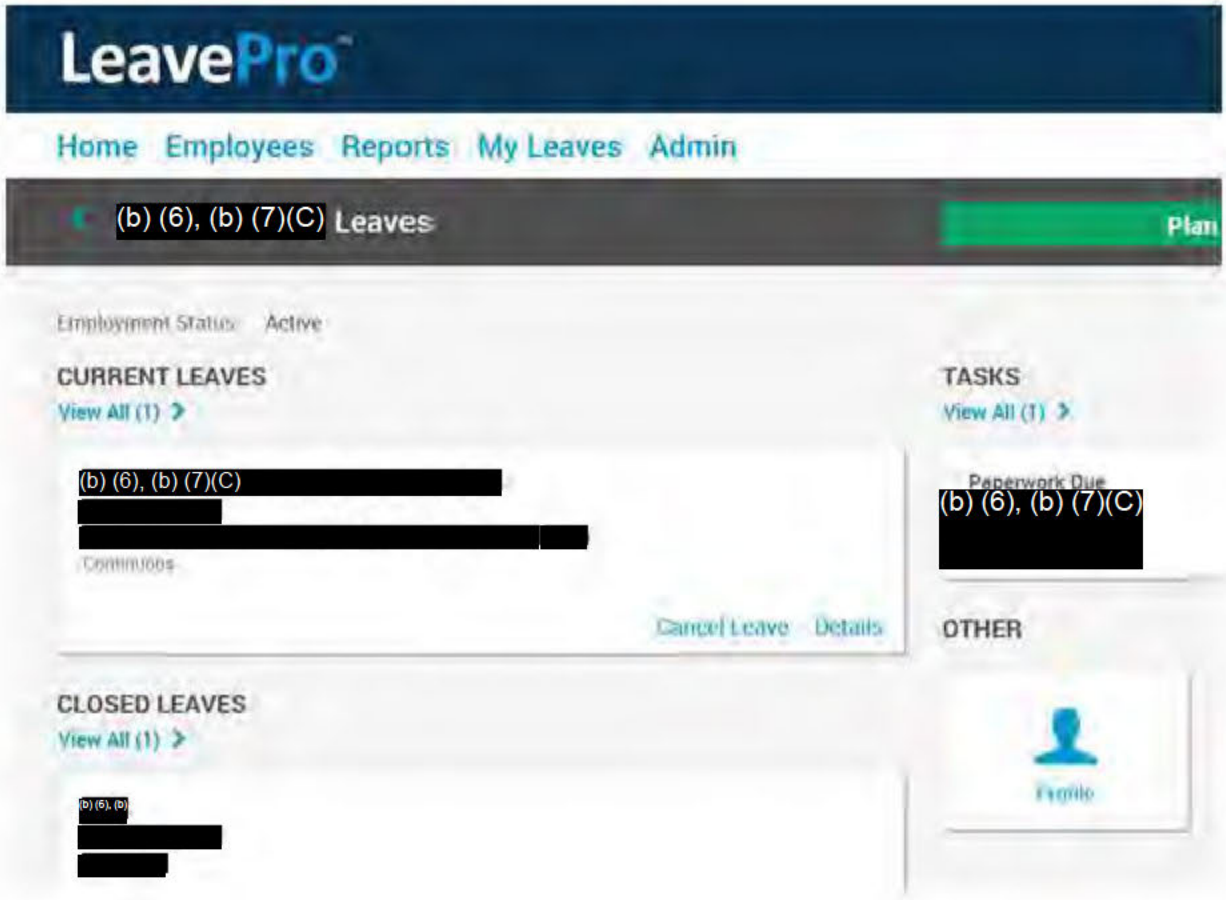
From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Monday, June 8, 2020 2:07 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Yes that is what they are doing. (b) (6), (b) (7) is sending the denials and back dating it all the way to (b) (6), (b)
I've asked them to send me a note once those letters go out.

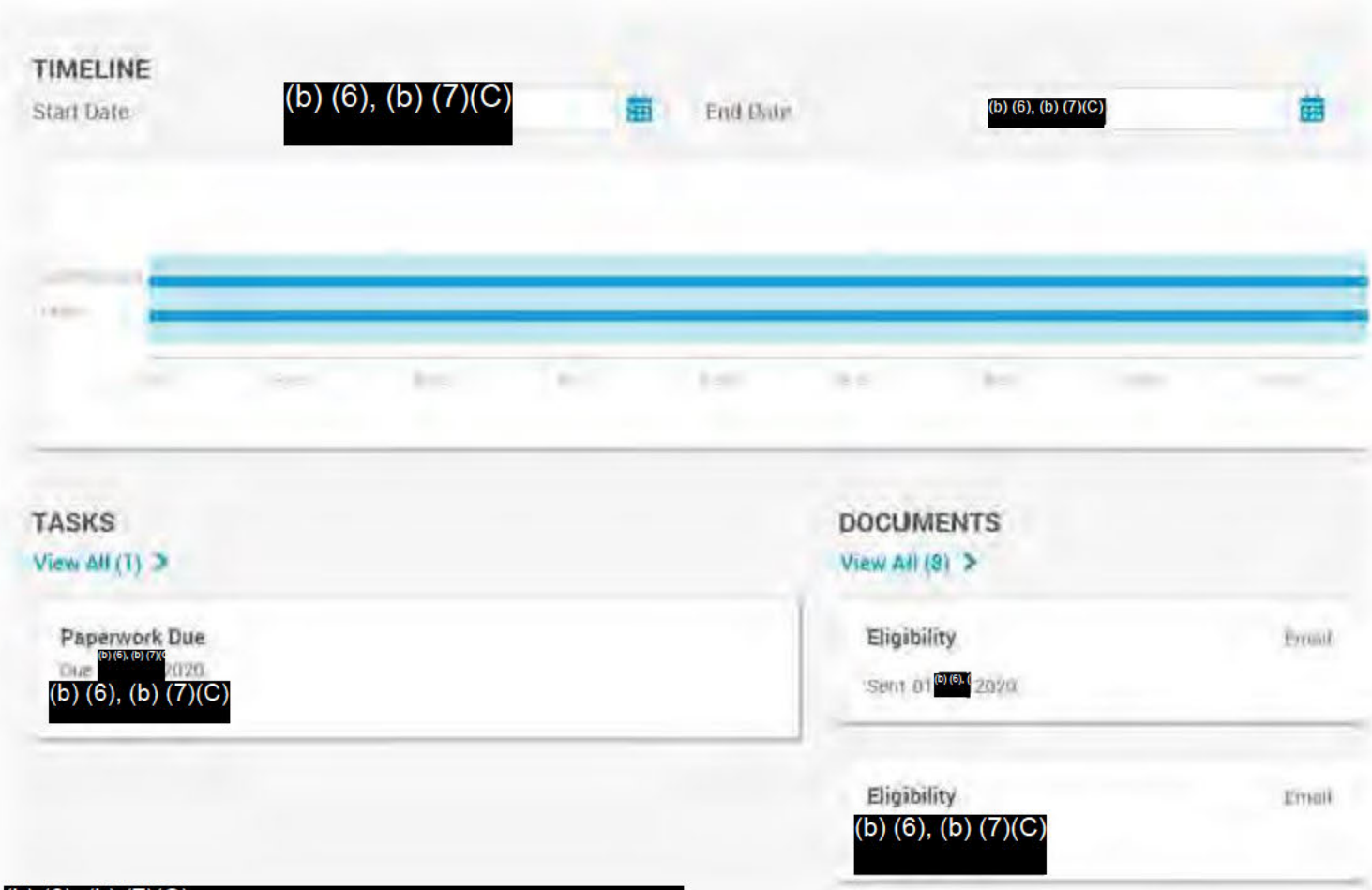
(b) (6), (b) (7)(C)

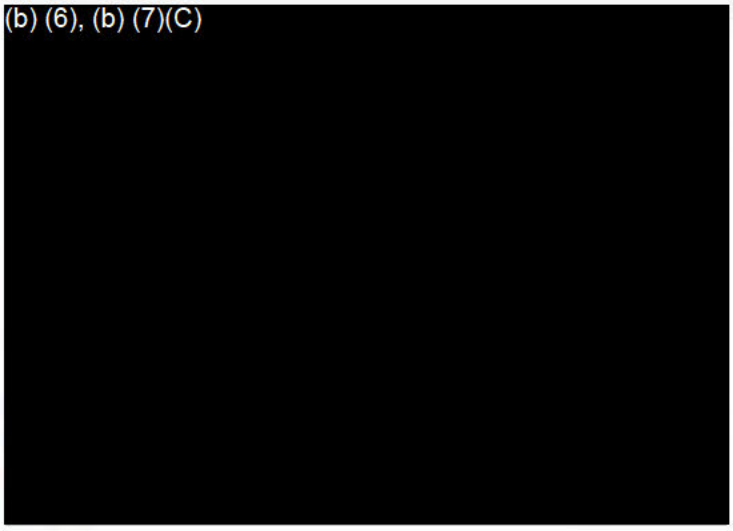
From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 1:45 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) mon@UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) Brew@UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

[redacted] is on vacation this week and I'm not the decision maker. However, wouldn't the first step be for [redacted] to actually mail [redacted] a denial for [redacted] first [redacted] requests for no documentation? [redacted] combined these into one leave and [redacted] passed the deadline for submission + a 10-day extension for those two requests. Now, [redacted] added additional date to [redacted]-20 and it looks like [redacted] combined that request to the original leaves. Can [redacted] separately deny the first two date ranges that [redacted] submitted prior to the latest request for [redacted] to [redacted]-20? Thanks.



[redacted] also has a new leave request to extend [redacted] original requests for which the paperwork isn't due unti [redacted]-20 according to LeavePro, but if [redacted] first leave is actually denied, we could take action.





From: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 8, 2020 1:20 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi all,
As a follow up to this (b) (6), (b) (7)(C) and I talked last week and I confirmed with the (b) (6), (b) (7)(C) that (b) (6), (b) never turned in any paperwork. Essentially (b) (6) has been out of work since the beginning of (b) (6), (b) (7) unapproved.

This is unapproved time off and subject to the attendance policy. Let me know your thoughts on next step

[redacted] happy to chat through if you want.

[redacted]

From: [redacted]
Sent: Monday, June 01, 2020 5:06 PM
To: [redacted]@UHhospitals.org>;[redacted]@UHhospitals.org>;[redacted]
[redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>;[redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi all
It turns out that [redacted] has not submitted ANY paperwork back to [redacted] Technically [redacted] had 15 days from [redacted] original request to submit it so I'm not sure what happened or where the [redacted] date is coming from.
I'll set up a call for us tomorrow to review next steps.

[redacted]

From: [redacted]
Sent: Monday, June 01, 2020 12:47 PM
To: [redacted]@UHhospitals.org>;[redacted]@UHhospitals.org>;[redacted]
[redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020
Importance: High

Hi,

I just want to circle back on this. It looks like [redacted] is out of office this week. We are past the extension date of [redacted] applied for another leave and I would like to take action as soon as possible if able since we have exceed [redacted].

[redacted] has not been to work in 2 months at this point and we really need this role filled.

Thanks for your support and guidance!!!

[redacted]

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) (7/20 – (b) (6), (b) (7/20. Please let me know our options.

Thanks
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – [redacted] paperwork was due yesterday. It was not submitted and [redacted] has granted [redacted] an extension to turn in until [redacted]

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 1:21 PM
To: [redacted] @UHhospitals.org>; [redacted] @UHhospitals.org>
Cc: [redacted] @UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Thanks for the feedback
The bottom line is that it appears any time [redacted] has been out since [redacted] should be considered protected. We need to stay close to this to ensure [redacted] submits the paperwork. [redacted] will notify [redacted] supervisor if it is/isn't approved.
If it is approved [redacted] will exhaust prior to when [redacted] says [redacted] will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the [redacted] from Kronos

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 12:46 PM
To: [redacted] @UHhospitals.org>; [redacted] @UHhospitals.org>
Cc: [redacted] @UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]

[redacted] just spoke to [redacted] As of today, MyUHHR shows [redacted] has a leave request for [redacted] /20 – [redacted] 20 awaiting more information. The leave originally shows [redacted] /20 – [redacted] 20. Upon [redacted] speaking to [redacted] this morning, they indicated [redacted] opened a leave to start [redacted] 20 and then [redacted] requested it to be changed to [redacted] /20. After speaking with [redacted], [redacted] is saying they should not have changed the start date to [redacted] /20 and changed it back to [redacted] /20 today.

That changes the due date for [redacted] to provide info from provider from [redacted]/20 to [redacted]/20 (45 days from start of leave)

[redacted]/20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows [redacted] days of [redacted] for [redacted] [redacted] is saying they did not enter that time, nor did [redacted] They we need to notify [redacted] (☺) to remove that from Kronos.

[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from [redacted] with attachments and will forward that to you, as well.

Thank you for your support and guidance!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 11:08 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

I'm guessing [redacted] hasn't submitted [redacted] paperwork yet but unfortunately we don't have access to that and rely on [redacted] to tell us. Did [redacted] have an approved leave prior to this one? [redacted] been out for weeks and if it wasn't approved this should have been counting against [redacted] attendance.
[redacted] – feel free to chime in if you know more

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:58 AM
To: [redacted]@UHhospitals.org>; [redacted]UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has [redacted] done that?

Information Regarding Your Employee's R

Although (b) (6), (b) (7)(C) meets the eligibility requirem and/or certification may be required in order for the a law or company policy. (b) (6), (b) (7)(C) will need to pro of this letter. If the certification is not returned within

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:56 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

(b) (6), (b) (7)(C) received attached on Friday. (b) (6), (b) is calling (b) (6), (b) (7 to better understand, as it appears (b) (6), is eligible but not yet approved for leave based on attached?

Thanks!

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:12 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C
Did you receive any communication from (b) (6), (b) (7)(C) regarding (b) (6), (b) (7 I see (b) (6), (b) listed in (b) (6), (b) (7 as (b) (6), (b) (7)(but I am not privy to the paperwork and am not sure if (b) (6), ever submitted it?
Any emails you have will be helpful to me to work through this.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 8:48 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Reply Reply All Forward

(b) (6), (b) (7)(C)

Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

Retention Policy UH Inbox Items Folder 60 Warning (60 days) Expires 7/2/2020

Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dear (b) (6), (b) (7)(C) et al:

(b) (6), (b) (7)(C)

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Monday, June 8, 2020 2:47 PM
To: University Hospitals Esclations
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

Great. Please let us know when the denial letters are sent and we will follow up with (b) (6), (b) (7

(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:47 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

You are welcome (b) (6), (b) (7)

I have asked the (b) (6), (b) (7)(C) to go back and review the leave to see about adding the dates of (b) (6), (b) (7)(through current along with seeing about denying those dates as no paperwork has been returned to support the dates.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Monday, June 1, 2020 11:39 AM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thanks so much (b) (6), (b) (7)(C) Have a great day!

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:28 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

That is correct.
(b) (6), contacted (b) (6), (b) (7)(C) and changed the start date of the leave to know reflect a start date of (b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) 20.
(b) (6), (b) (7)(C) has not received any paperwork to support any time off at this time.

Thank you and Have A Wonderful Day,
(b) (6), (b) (7)(C)

From: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 1, 2020 6:33 AM
To: University Hospitals Esclations (b) (6), (b) (7)(C) ; (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you for the detail. It sounds to me like (b) (6), never turned in the (b) (6), (b) (7)(C) certification at all and (b) (6) has been out and not working since (b) (6), (b) (7 20?

(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
[redacted]/20 – Opened LOA for the dates of [redacted]
[redacted]20 – [redacted] called to change the start date of the leave from [redacted]. [redacted] also, requested to change the end date from [redacted] to [redacted].
[redacted]/20 – [redacted] used the self-service portal to extend the leave through [redacted]/20.

At this time, [redacted] does not have a leave for the dates of [redacted] as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact [redacted] to update [redacted] leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due [redacted] to support the beginning of the leave.

Thank you and Have A Wonderful Day,

[redacted]

From: [redacted]@UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations [redacted]
Cc: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Subject: [redacted]

[EXTERNAL]

Hello Team,

Are we able to take a look at [redacted] This employee has been out of work since April. [redacted] originally applied for a leave for [redacted] until [redacted] and we were made aware [redacted] was given an extension to provide [redacted] paperwork by [redacted] to have this time approved. It looks like today [redacted] requested another leave starting [redacted] until [redacted] However what happened to the time from [redacted] until now? Is that leave denied? Will [redacted] still have unti [redacted] to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with [redacted] paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
[redacted]

[redacted]
Office: [redacted]

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From: (b) (6), (b) (7)(C)
Sent: Monday, June 8, 2020 3:31 PM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

Happy to talk about this one when you have time.

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:47 PM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

Great. Please let us know when the denial letters are sent and we will follow up with (b) (6), (b) (7

(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mail(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:47 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

You are welcome (b) (6), (b) (7)

I have asked the (b) (6), (b) (7)(C) to go back and review the leave to see about adding the dates of (b) (6), (b) (7)(C) through current along with seeing about denying those dates as no paperwork has been returned to support the dates.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Monday, June 1, 2020 11:39 AM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thanks so much (b) (6), (b) (7)(C) Have a great day!

(b) (6), (b) (7)(C)

From: University Hospitals Esclations (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:28 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

That is correct.
(b) (6), contacted (b) (6), (b) (7)(C) and changed the start date of the leave to know reflect a start date of (b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) 20.
(b) (6), (b) (7)(C) has not received any paperwork to support any time off at this time.

Thank you and Have A Wonderful Day,
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Monday, June 1, 2020 6:33 AM
To: University Hospitals Esclations (b) (6), (b) (7)(C) ; (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you for the detail. It sounds to me like (b) (6), never turned in the (b) (6), (b) (7)(C) certification at all and (b) (6) has been out and not working since (b) (6), (b) (7) 20?

(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
(b) (6), (b) (7)(C) /20 – Opened LOA for the dates of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) called to change the start date of the leave from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C). (b) (6), (also, requested to change the end date from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) used the self-service portal to extend the leave through (b) (6), (b) (7)(/20.

At this time, (b) (6), (b) (7)(C) does not have a leave for the dates of (b) (6), (b) (7)(C) as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact (b) (6), (b) (7)(C) to update (b) (6), leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due (b) (6), (b) (7)(to support the beginning of the leave.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are we able to take a look at (b) (6), (b) (7)(C) This employee has been out of work since April. (b) (6), originally applied for a leave for (b) (6), (b) until (b) (6), (b) (and we were made aware (b) (6), was given an extension to provide (b) (6), paperwork by (b) (6), (b) (7) to have this time approved. It looks like today (b) (6), (b) requested another leave starting (b) (6), (b) (until (b) (6), (b) (. However what happened to the time from (b) (6), (until now? Is that leave denied? Will (b) (6), still have until (b) (6), (b) (to provide that paperwork to have that

this time off approved? It seems the leave date keeps changing, along with [redacted] paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
[redacted]

(b) (6), (b) (7)(C)
Office: [redacted]

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From: University Hospitals Esclations (b) (6), (b) (7)(C) >
Sent: Wednesday, June 10, 2020 2:48 PM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hi (b) (6), (b) (7)(C)

I'm awaiting a response from the (b) (6), (b) (7)(C) to see about the determination.

Thank you and Have A Wonderful Day,
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, June 10, 2020 11:04 AM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are there any updates on the denial letters going out? I would like to follow up with (b) (6), (b) this week but need the denial letters.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:47 PM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

Great. Please let us know when the denial letters are sent and we will follow up with (b) (6), (b) (7

(b) (6), (b) (7)(C)

From: University Hospitals Esclations (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:47 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

You are welcome (b) (6), (b) (7)

I have asked the (b) (6), (b) (7)(C) to go back and review the leave to see about adding the dates of (b) (6), (b) (7)(through current along with seeing about denying those dates as no paperwork has been returned to support the dates.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 1, 2020 11:39 AM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thanks so much (b) (6), (b) (7)(C) Have a great day!

(b) (6), (b) (7)(C)

From: University Hospitals Esclations (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:28 PM
To: (b) (6), (b (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

That is correct.
He contacted (b) (6), (b) (7)(C) and changed the start date of the leave to know reflect a start date of [redacted]/20 – [redacted]/20.
(b) (6), (b) (7)(C) has not received any paperwork to support any time off at this time.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)
[redacted]

From: (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 1, 2020 6:33 AM
To: University Hospitals Esclations (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) [redacted]

[EXTERNAL]

Thank you for the detail. It sounds to me like he never turned in the (b) (6), (b) (7)(C) [redacted] at all and (b) (6) has been out and not working since (b) (6), (b) [redacted]/20?

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) [redacted]
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto: (b) (6), (b) (7)(C) [redacted]
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C) [redacted] UHhospitals.org>
Cc: (b) (6), (b) (7)(C) [redacted] (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) [redacted]

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
(b) (6), (b) (7)(C) [redacted]
(b) (6), (b) (7)(C) [redacted] 0 – Opened LOA for the dates of (b) (6), (b) (7)(C) [redacted]
0 – (b) (6), (b) (7)(C) called to chan [redacted] f the leave from (b) (6), (b) (7)(C) [redacted] to (b) (6), (b) (7)(C) [redacted] (b) (6), (b) [redacted] also, requested to change the end date from (b) (6), (b) (7)(C) [redacted] to (b) (6), (b) (7)(C) [redacted]
(b) (6), (b) (7)(C) [redacted] /20 – (b) (6), (b) (7)(C) [redacted] used the [redacted] rvice portal to extend the leave through (b) (6), (b) (7)(C) [redacted]/20.

At this time, (b) (6), (b) (7)(C) [redacted] does not have a leave for the dates of (b) (6), (b) (7)(C) [redacted] as the employee had requested the dates changed.

If the employee has not been working, please have the leave start date updated by either having the employee contact (b) (6), (b) (7)(C) to update [redacted] leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due [redacted] to support the beginning of the leave.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)
[redacted]

From: (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations (b) (6), (b) (7)(C) [redacted] >
Cc: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Subject: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are we able to take a look at (b) (6), (b) (7)(C) This employee has been out of work since April. [redacted] originally applied for a leave for [redacted] until [redacted], and we were made aware [redacted] was given an extension to provide [redacted] paperwork by [redacted] to have this time approved. It looks like today Ivan requested another leave starting [redacted] until [redacted]. However what happened to the time from [redacted] until now? Is that leave denied? Will [redacted] still have until [redacted] to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with [redacted] paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
[redacted]

(b) (6), (b) (7)(C)
[redacted]
Office: (b) (6), (b) (7)(C)

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3701.243 prohibit disclosure of this information without the specific written consent of the person to whom it pertains, or as otherwise permitted by law.

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.

From: University Hospitals Esclations (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 9:23 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hi Wesley,

There is no denial for the dates of (b) (6), (b) (7)(C) – (b) (6), (b) (7)(C) as (b) (6), (b) (7)(C) kept changing the start date of (b) (6), leave. Based upon the information provided by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) changed the start date of the leave from (b) (6), (b) (7)(C) back to (b) (6), (b) (7)(C).

Currently, the leave is shown for the dates of (b) (6), (b) (7)(C) – (b) (6), (b) (7)(C):

- (b) (6), (b) (7)(C) – (b) (6), (b) (7)(eligible – pending determination
- (b) (6), (b) (7)(C) 05 – (b) (6), (b) (7)(exhausted

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, June 10, 2020 4:18 PM
To: University Hospitals Esclations (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you, do we have any letters to provide showing that (b) (6), original leaves were denied? (b) (6), originally applied for that leave on (b) (6), (b /20. That is the letter that I am looking for.

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: University Hospitals Esclations (b) (6), (b) (7)(C)
Sent: Wednesday, June 10, 2020 5:59 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hi,

I spoke with the (b) (6), (b) (7)(C).
As the last eligibility packet was sent out on [redacted]/20, the determination is set for [redacted]/20.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)
[redacted]

From: (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Sent: Wednesday, June 10, 2020 11:04 AM
To: University Hospitals Esclations [redacted] (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are there any updates on the denial letters going out? I would like to follow up with [redacted] this week but need the denial letters.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
[redacted]
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:47 PM
To: University Hospitals Esclations [redacted] (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) [redacted] @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

Great. Please let us know when the denial letters are sent and we will follow up with [redacted]

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) [redacted]
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:47 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

You are welcome (b) (6), (b) (7)

I have asked the (b) (6), (b) (7)(C) to go back and review the leave to see about adding the dates of (b) (6), (b) (7)(through current along with seeing about denying those dates as no paperwork has been returned to support the dates.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)UHhospitals.org>
Sent: Monday, June 1, 2020 11:39 AM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thanks so much (b) (6), (b) (7)(C) Have a great day!

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

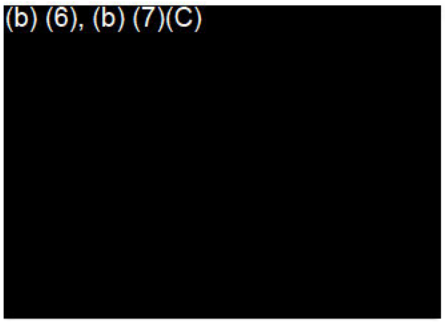
From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:28 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)@UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

That is correct.
(b) (6), contacted (b) (6), (b) (7)(C) and changed the start date of the leave to know reflect a start date of (b) (6), (b) (7)(C)/20 – (b) (6), (b) (7)(C)20.
(b) (6), (b) (7)(C) has not received any paperwork to support any time off at this time.

Thank you and Have A Wonderful Day,



From: [redacted] <[redacted]UHhospitals.org>
Sent: Monday, June 1, 2020 6:33 AM
To: University Hospitals Esclations <[redacted]
[redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted]

[EXTERNAL]

Thank you for the detail. It sounds to me like [redacted] never turned in the [redacted] certification at all and [redacted] has been out and not working since [redacted]20?

[redacted]

From: University Hospitals Esclations [mailto:[redacted]
Sent: Friday, May 29, 2020 5:24 PM
To: [redacted]@UHhospitals.org>
Cc: [redacted]UHhospitals.org>; [redacted]@UHhospitals.org>
Subject: RE: [redacted]

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
[redacted]/20 – Opened LOA for the dates of [redacted]
[redacted]/20 – [redacted] called to change the start date of the leave from [redacted] to [redacted]. [redacted] also, requested to change the end date from [redacted] to [redacted]
[redacted]/20 – [redacted] used the self-service portal to extend the leave through [redacted]/20.

At this time, [redacted] does not have a leave for the dates of [redacted] as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact [redacted] to update [redacted] leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due [redacted] to support the beginning of the leave.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>(b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are we able to take a look at (b) (6), (b) (7)(C) This employee has been out of work since April. (b) (6), originally applied for a leave for (b) (6), (b) unti (b) (6), (b) (and we were made aware (b) (6), was given an extension to provide (b) (6), paperwork by (b) (6), (b) (to have this time approved. It looks like today (b) (6), (b) requested another leave starting (b) (6), (b) (unti (b) (6), (b) (7) . However what happened to the time from (b) (6), (until now? Is that leave denied? Will (b) (6), still have until (b) (6), (b) (to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with (b) (6), paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

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.

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 11:02 AM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

Yes, If you have a moment i just want to make sure I'm clear. I think with this way (b) (6), has another extension to provide paperwork, unless I am misunderstanding.

(b) (6), (b) (7)(C)
Office (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 10:58 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

I talked with (b) (6), (b) (7)(last week and (b) (6), initial request was on (b) (6), (b so that is when the clock should start ticking so that it's documented that it's denied.
Hope that makes sense if not, happy to chat

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 9:37 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

Maybe it's just me but I am not sure why they backdated this back to (b) (6), (b) I don't see in your emails that you requested that. I thought they would have kept it the way it was keeping the new date that (b) (6), had of (b) (5), (b) (and showing the original date of (b) (6), (b) as denied.

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 9:23 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hi (b) (6), (b) (7)(C)

There is no denial for the dates of (b) (6), (b) (7)(C) as (b) (6), (b) (7)(C) kept changing the start date of [redacted] leave.
Based upon the information provided by (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) changed the start date of the leave from [redacted] back to [redacted]

Currently, the leave is shown for the dates of (b) (6), (b) (7)(C)

- (b) (6), (b) (7)(C) – [redacted] eligible – pending determination
- (b) (6), (b) (7)(C) – [redacted] exhausted

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, June 10, 2020 4:18 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you, do we have any letters to provide showing that [redacted] original leaves were denied? [redacted] originally applied for that leave on [redacted] 20. That is the letter that I am looking for.

(b) (6), (b) (7)(C)
Office (b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Wednesday, June 10, 2020 5:59 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hi,

I spoke with the (b) (6), (b) (7)(C).
As the last eligibility packet was sent out on [redacted]/20, the determination is set for [redacted]/20.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, June 10, 2020 11:04 AM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are there any updates on the denial letters going out? I would like to follow up with (b) (6), (b) this week but need the denial letters.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:47 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

Great. Please let us know when the denial letters are sent and we will follow up with (b) (6), (b) (7

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:47 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

You are welcome (b) (6), (b) (7)

I have asked the (b) (6), (b) (7)(C) to go back and review the leave to see about adding the dates of (b) (6), (b) (7)(C through current along with seeing about denying those dates as no paperwork has been returned to support the dates.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 1, 2020 11:39 AM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thanks so much (b) (6), (b) (7)(C) Have a great day!

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:28 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

That is correct.
(b) (6), contacted (b) (6), (b) (7)(C) and changed the start date of the leave to know reflect a start date of (b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) /20.
(b) (6), (b) (7)(C) has not received any paperwork to support any time off at this time.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 1, 2020 6:33 AM
To: University Hospitals Esclations <(b) (6), (b) (7)(C) >; (b) (6), (b) (7)(C)
<(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you for the detail. It sounds to me like he never turned in the (b) (6), (b) (7)(C) certification at all and (b) (6) has been out and not working since (b) (6), (b) /20?

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
(b) (6), (b) (7)(C) 20 – Opened LOA for the dates of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) called to change the start date of the leave from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C) (b) (6), (b) also, requested to change the end date from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) used the self-service portal to extend the leave through (b) (6), (b) (7)(C) /20.

At this time, (b) (6), (b) (7)(C) does not have a leave for the dates of (b) (6), (b) (7)(C) as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact (b) (6), (b) (7)(C) to update (b) (6), leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due (b) (6), (b) (7)(C) to support the beginning of the leave.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are we able to take a look at (b) (6), (b) (7)(C) This employee has been out of work since April. (b) (6), originally applied for a leave for (b) (6), unti (b) (6), and we were made aware (b) (6), was given an extension to provide (b) (6), paperwork by (b) (6), (b) (7) to have this time approved. It looks like today (b) (6), (b) requested another leave starting (b) (6), until (b) (6), . However what happened to the time from (b) (6), until now? Is that leave denied? Will (b) (6), still have unti (b) (6), (b) (7) to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with (b) (6), paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

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.

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 11:23 AM
To: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

Perfect!

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 11:23 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

Yes, I'm thinking we wait until (b) (6), (b) (to see what happens. I doubt (b) (6) turns this paperwork in. What do you think about waiting? If (b) (6) does happen to turn it in maybe we can partner with (b) (6), (b) (then?

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 11:21 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C)

This may be helpful if the denial will come out on (b) (6), (b) (? I'm crossing my fingers. LOL

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
Sent: Thursday, June 11, 2020 11:15 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hi,

It was allowed as the employee did not indicate (b) (6) had not been working.
With COVID, several leaves that had been requested ended up either being cancelled or the start date changed because of the shut downs.

Until you notified [redacted] of the issue with [redacted], [redacted] was unaware that [redacted] had not been working which is why [redacted] did update the leave showing that [redacted] has been out since [redacted]
If paperwork is not received, the denial will be completed on [redacted] 20.

There is an alert in the leave stating that the start date cannot be changed from [redacted] and no further extension for paperwork.

Thank you and Have A Wonderful Day,

[redacted]

From: [redacted] <[redacted]UHhospitals.org>
Sent: Thursday, June 11, 2020 9:02 AM
To: University Hospitals Esclations <[redacted]
[redacted]@UHhospitals.org>
Subject: RE: [redacted]

[EXTERNAL]

I understand that [redacted] kept changing [redacted] start date of the leave but the facts are that [redacted] has not been working since [redacted]/20 and we don't have any record of approval for the past 2 months. I'm confused as to why we would allow an employee to keep changing the start date of [redacted] leave when [redacted] has been out on an unapproved leave.

[redacted]

From: University Hospitals Esclations [mailto:[redacted]
Sent: Thursday, June 11, 2020 9:23 AM
To: [redacted]@UHhospitals.org>
Cc: [redacted] <[redacted]UHhospitals.org>
Subject: RE: [redacted]

External E-mail: Careful opening links or attachments.

Hi [redacted]

There is no denial for the dates of [redacted] as [redacted] kept changing the start date of [redacted] leave.
Based upon the information provided by [redacted] changed the start date of the leave from [redacted] back to [redacted]

Currently, the leave is shown for the dates of [redacted]

- [redacted] – [redacted] eligible – pending determination
- [redacted] – [redacted] exhausted

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, June 10, 2020 4:18 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you, do we have any letters to provide showing that (b) (6), original leaves were denied? (b) (6), originally applied for that leave on (b) (6), (b /20. That is the letter that I am looking for.

(b) (6), (b) (7)(C)

Office: (b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Wednesday, June 10, 2020 5:59 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hi,

I spoke with the (b) (6), (b) (7)(C).
As the last eligibility packet was sent out on (b) (6), (b) (7)(C) 20, the determination is set for (b) (6), (b) (7)(C) 20.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Wednesday, June 10, 2020 11:04 AM

To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are there any updates on the denial letters going out? I would like to follow up with (b) (6), (b) this week but need the denial letters.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:47 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

Great. Please let us know when the denial letters are sent and we will follow up with (b) (6), (b) (7)

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:47 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

You are welcome (b) (6), (b) (7)

I have asked the (b) (6), (b) (7)(C) to go back and review the leave to see about adding the dates of (b) (6), (b) (7)(C) through current along with seeing about denying those dates as no paperwork has been returned to support the dates.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 1, 2020 11:39 AM
To: University Hospitals Esclations <(b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thanks so much (b) (6), (b) (7)(C) Have a great day!

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 1:28 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

That is correct.
(b) (6), contacted (b) (6), (b) (7)(C) and changed the start date of the leave to know reflect a start date of (b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) /20.
(b) (6), (b) (7)(C) has not received any paperwork to support any time off at this time.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 1, 2020 6:33 AM
To: University Hospitals Esclations <(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
<(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

[EXTERNAL]

Thank you for the detail. It sounds to me like (b) (6), never turned in (b) (6), (b) (7)(C) at all and (b) (6) has been out and not working since (b) (6), (b) (7) 20?

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: University Hospitals Esclations [mailto:(b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 5:24 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C)

External E-mail: Careful opening links or attachments.

Hello,

Please see the timeline:
(b) (6), (b) (7)(C) /20 – Opened LOA for the dates of (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) called to change the start date of the leave from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C). (b) (6), (b) also, requested to change the end date from (b) (6), (b) (7)(C) to (b) (6), (b) (7)(C).
(b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) used the self-service portal to extend the leave through (b) (6), (b) (7)(C) /20.

At this time, (b) (6), (b) (7)(C) does not have a leave for the dates of (b) (6), (b) (7)(C) as the employee had requested the dates changed.
If the employee has not been working, please have the leave start date updated by either having the employee contact (b) (6), (b) (7)(C) to update (b) (6), leave or sending an email with the correct leave dates.

Regardless of the extension, paperwork would still be due (b) (6), (b) (7)(C) to support the beginning of the leave.

Thank you and Have A Wonderful Day,

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Friday, May 29, 2020 1:03 PM
To: University Hospitals Esclations <(b) (6), (b) (7)(C) >
Cc: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C)

[EXTERNAL]

Hello Team,

Are we able to take a look at (b) (6), (b) (7)(C) This employee has been out of work since April. (b) (6), originally applied for a leave for (b) (6), until (b) (6), and we were made aware (b) (6), was given an extension to provide (b) (6), paperwork by (b) (6), (b) (7) to have this time approved. It looks like today (b) (6), (b) requested another leave starting (b) (6), (b) until (b) (6), (b) (7) However what happened to

the time from [redacted] until now? Is that leave denied? Will [redacted] still have unti [redacted] to provide that paperwork to have that this time off approved? It seems the leave date keeps changing, along with [redacted] paperwork due date. We need help understanding if the time from April to June is covered. Any clarification on this matter would be helpful.

Thanks,
[redacted]

[redacted]
Office: [redacted]

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.

From: (b) (6), (b) (7)(C)
Sent: Saturday, June 13, 2020 10:48 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Attachments: image012.jpg; image013.jpg; image014.jpg; image015.jpg; image016.jpg; image017.jpg; image018.jpg; image019.jpg; image020.png; image021.jpg; image022.png; image023.jpg

Please note the requisition associated w this role was marked for elimination.

From: (b) (6), (b) (7)(C)
Sent: Saturday, June 13, 2020 8:40 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi –

I would like to move forward with termination for job abandonment. (b) (6), (b) (7)(C) and I can discuss Monday and circle back with (b) (6), (b) (7 Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:07 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Yes that is what they are doing. (b) (6), (b) (7 is sending the denials and back dating it all the way to (b) (6), (b).
I've asked them to send me a note once those letters go out.

(b) (6), (b) (7)(C)
(b) (6), (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 1:45 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto (b) (6), (b) (7)(C) UHhospitals.org>>

Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@UHhospitals.org<mailto (b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@UHhospitals.org<mailto (b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@UHhospitals.org<mailto (b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

(b) (6), (b) (7)(C) is on vacation this week and I'm not the decision maker. However, wouldn't the first step be for (b) (6), (b) (7 to actually mail (b) (6), (b a denial for (b) (6), first two (b) (6), (b) (7) requests for no documentation? (b) (6), (b) (7 combined these into one leave and (b) (6), passed the deadline for submission + a 10-day extension for those two requests. Now, (b) (6), (b) added additional date to (b) (6), ((b) -20 and it looks like (b) (6), (b) (7 combined that request to the original leaves. Can (b) (6), (b) (7 separately deny the first two date ranges that (b) (6), submitted prior to the latest request for (b) (6), (b) (to (b) (6), (b) (-20? Thanks.

[cid:image013.jpg@01D6415E.531BA420]

(b) (6), also has a new leave request to extend (b) (6), original requests for which the paperwork isn't due until (b) (6), (b) (-20 according to LeavePro, but if (b) (6 first leave is actually denied, we could take action.
[cid:image014.jpg@01D6415E.531BA420]
Mindy Caspary, CRCE-I
Manager Patient Accounting, Insurance Follow-up Managerial Support Patient Accounting-Samaritan Medical Center
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto (b) (6), (b) (7)(C) UHhospitals.org>>
Sent: Monday, June 8, 2020 1:20 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:T(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)@UHhospitals.org<mailto (b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@UHhospitals.org<mailto (b) (6), (b) (7)(C)@UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@UHhospitals.org<mailto (b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi all,
As a follow up to this (b) (6), (b) (7)(C and I talked last week and I confirmed with the (b) (6), (b) (7)(C) that (b) (6), (b) never turned in any paperwork. Essentially (b) (6), has been out of work since the beginning of (b) (6), (b) (7 unapproved.

This is unapproved time off and subject to the attendance policy. Let me know your thoughts on next step

(b) (6), (b) (7 happy to chat through if you want.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 5:06 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto: (b) (6), (b) (7)(C) @UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi all
It turns out that (b) (6), (b) has not submitted ANY paperwork back to (b) (6), (b) (7)(Technically (b) (6), had 15 days from (b) (6), original request to submit it so I'm not sure what happened or where the (b) (6), (b) (7) date is coming from.
I'll set up a call for us tomorrow to review next steps.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 12:47 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto (b) (6), (b) (7)(C) UHhospitals.org>>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto: (b) (6), (b) (7)(C) @UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

Hi,

I just want to circle back on this. It looks like (b) (6), (b) is out of office this week. We are past the extension date of (b) (6), (b) (7)(C) – (b) (6), applied for another leave and I would like to take action as soon as possible if able since we have exceed (b) (6), (b) (7)(C)

(b) (6), has not been to work in 2 months at this point and we really need this role filled.

Thanks for your support and guidance!!!
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, (b) (6), (b) (7)(C), 2020 2:54 PM

To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto:(b) (6), (b) (7)(C) UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) (7)(C) /20 – (b) (6), (b) (7)(C) /20. Please let me know our options.

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto:(b) (6), (b) (7)(C) UHhospitals.org>>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto:(b) (6), (b) (7)(C) UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – (b) (6), paperwork was due yesterday. It was not submitted and (b) (6), (b) (7 has granted (b) (6), (b) an extension to turn in until (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 1:21 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)@UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks for the feedback
The bottom line is that it appears any time (b) (6), has been out since (b) (6), should be considered protected. We need to stay close to this to ensure (b) (6), submits the paperwork. (b) (6), (b) (7 will notify (b) (6), (b) (7)(C) if it is/isn't approved.
If it is approved (b) (6), (b) (7)(C) will exhaust prior to when (b) (6), says (b) (6), will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the (b) (6), (b) (7)(from Kronos

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 12:46 PM
To: (b) (6), (b) (7)(C)(b) (6), (b) (7)(C) UHhospitals.org<mailto (b) (6), (b) (7)(C) UHhospitals.org>>(b) (6), (b) (7)(C)
<(b) (6), (b) (7)(C)@UHhospitals.org<mailto (b) (6), (b) (7)(C)@UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

(b) (6), (b) (7)(C) just spoke to (b) (6), (b) (7)(C) As of today, MyUHHR shows (b) (6), (b) has a leave request for (b) (6), (b) (7 /20 – (b) (6), (b) (7 /20 awaiting more information. The leave originally shows (b) (6), (b) (7 20 – (b) (6), (b) (7 /20. Upon (b) (6), (b) (7)(C) speaking to (b) (6), (b) (7)(C) this morning, they indicated (b) (6), (b) opened a leave to start (b) (6), /20 and then (b) (6), requested it to be changed to (b) (6), (b) (7 /20. After speaking with (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) is saying they should not have changed the start date to (b) (6), (b) (7)(C 20 and changed it back to (b) (6), (b /20 today.

That changes the due date for (b) (6), (b) to provide info from provider from (b) (6), (b) (7 /20 to (b) (6), (b) (7 /20 (45 days from start of leave)

(b) (6), (b) (7)(C) 20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows (b) days of (b) (6), (b) (7)(for (b) (6), (b) (7)(C) (b) (6), (b) (7 is saying they did not enter that time, nor did (b) (6), (b) (7)(C) They we need to notify (b) (6), (b) (7)(C) (😊) to remove that from Kronos.

(b) (6), (b) has currently not had any leave days approved, however, it appears (b) (6), job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from (b) (6), (b) (7)(C with attachments and will forward that to you, as well.

Thank you for your support and guidance!

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 11:08 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

I'm guessing (b) (6), hasn't submitted (b) (6), paperwork yet but unfortunately we don't have access to that and rely on (b) (6), (b) (7 to tell us. Did (b) (6), have an approved leave prior to this one? (b) (6), (b) been out for weeks and if it wasn't approved this should have been counting against (b) (6), attendance.
(b) (6), (b) – feel free to chime in if you know more

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:58 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto:(b) (6), (b) (7)(C) UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Agree – looks like more information is needed for this to be approved, has (b) (6), done that?

[cid:image020.png@01D6415E.531BA420]
From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:56 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto:(b) (6), (b) (7)(C) UHhospitals.org>>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C)@UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

Mindy received attached on Friday. (b) (6), (b is calling (b) (6), (b) (7 to better understand, as it appears (b) (6), is eligible but not yet approved for leave based on attached?

Thanks!

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:12 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)
Did you receive any communication from (b) (6), (b) (7)(C) regarding (b) (6), (b) (7) I see (b) (6), (b) listed in (b) (6), (b) (7 as (b) (6), (b) (7)(but I am not privy to the paperwork and am not sure if (b) (6), ever submitted it?
Any emails you have will be helpful to me to work through this.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 8:48 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org<mailto (b) (6), (b) (7)(C) UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Subject: FW: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org<mailto:(b) (6), (b) (7)(C) @UHhospitals.org>>;(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org<mailto (b) (6), (b) (7)(C) @UHhospitals.org>>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to

just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

[cid:image022.png@01D6415E.531BA420]

(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Monday, June 15, 2020 11:25 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thanks all. I know this has been a tough situation to manage.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 15, 2020 9:55 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Thank you for reaching out. I tend to agree with your plan of action. I have been working with (b) (6), (b) (7 on this since I returned back from vacation, and we can proceed after (b) (6), (b) (7 /20. There was a bit of confusion on (b) (6), (b) (7)(C end hence why we have the (b) (6), (b) (date. I will follow up with (b) (6), (b) (7 tomorrow to fact check and make sure no other paperwork was provided, and we can close this one out. Either way if paperwork is provided or not by tomorrow we will work through this one. Have a great day and I will close this one out with you soon.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Saturday, June 13, 2020 8:41 AM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>;
(b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi –

I would like to move forward with termination for job abandonment. (b) (6), (b) (7)(C and I can discuss Monday and circle back with (b) (6), (b) (7 Thanks

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:07 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Yes that is what they are doing. (b) (6), (b) (7) is sending the denials and back dating it all the way to (b) (5), (b)
I've asked them to send me a note once those letters go out.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 1:45 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) <Antwan.White@UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

(b) (6), (b) (7)(C) is on vacation this week and I'm not the decision maker. However, wouldn't the first step be for (b) (6), (b) (7 to actually mail (b) (6), (b a denial for (b) (6), first two (b) (6), (b) (7)(requests for no documentation? (b) (6), (b) (7 combined these into one leave and (b) (6), passed the deadline for submission + a 10-day extension for those two requests. Now, (b) (6), (b) added additional date to (b) (6), (b) (b)-20 and it looks like (b) (6), (b) (7 combined that request to the original leaves. Can (b) (5), (b) (7 separately deny the first two date ranges that (b) (6), submitted prior to the latest request for (b) (6), (b) (7 to (b) (6), (b) (-20? Thanks.

This is unapproved time off and subject to the attendance policy. Let me know your thoughts on next step

[redacted] happy to chat through if you want.

[redacted]

From: [redacted]
Sent: Monday, June 01, 2020 5:06 PM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>; [redacted]
[redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi all
It turns out that [redacted] has not submitted ANY paperwork back to [redacted] Technically [redacted] had 15 days from [redacted] original request to submit it so I'm not sure what happened or where the [redacted] date is coming from.
I'll set up a call for us tomorrow to review next steps.

[redacted]

From: [redacted]
Sent: Monday, June 01, 2020 12:47 PM
To: [redacted]@UHhospitals.org>; [redacted] <[redacted]UHhospitals.org>; [redacted]
[redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave unti [redacted] 2020
Importance: High

Hi,

I just want to circle back on this. It looks like [redacted] is out of office this week. We are past the extension date of [redacted] [redacted] applied for another leave and I would like to take action as soon as possible if able since we have exceed [redacted].

[redacted] has not been to work in 2 months at this point and we really need this role filled.

Thanks for your support and guidance!!!

[redacted]

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) /20 – (b) (6), (b) /20. Please let me know our options.

Thanks
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)

Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) .Haymon@UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Good afternoon,

As a follow up – [redacted] paperwork was due yesterday. It was not submitted and [redacted] has granted [redacted] an extension to turn in until [redacted].

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 1:21 PM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Thanks for the feedback
The bottom line is that it appears any time [redacted] has been out since [redacted] should be considered protected. We need to stay close to this to ensure [redacted] submits the paperwork. [redacted] will notify [redacted] supervisor if it is/isn't approved.
If it is approved [redacted] will exhaust prior to when [redacted] says [redacted] will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the [redacted] from Kronos

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 12:46 PM
To: [redacted]UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]

[redacted] just spoke to [redacted] As of today, MyUHHR shows [redacted] has a leave request for [redacted]20 [redacted]/20 awaiting more information. The leave originally shows [redacted]20 – [redacted]/20. Upon [redacted] speaking to [redacted] this morning, they indicated [redacted] opened a leave to start [redacted]20 and then [redacted] requested it to be changed to [redacted]20. After speaking with [redacted], [redacted] is saying they should not have changed the start date to [redacted]/20 and changed it back to [redacted]/20 today.

That changes the due date for [redacted] to provide info from provider from [redacted]/20 to [redacted]/20 (45 days from start of leave)

[redacted]/20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows [redacted] days of [redacted] for [redacted] [redacted] is saying they did not enter that time, nor did [redacted] They we need to notify [redacted] (☺) to remove that from Kronos.

[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from [redacted] with attachments and will forward that to you, as well.

Thank you for your support and guidance!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 11:08 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted] Wesley.Haymon@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

I'm guessing [redacted] hasn't submitted [redacted] paperwork yet but unfortunately we don't have access to that and rely on [redacted] to tell us. Did [redacted] have an approved leave prior to this one? [redacted] been out for weeks and if it wasn't approved this should have been counting against [redacted] attendance.
[redacted] – feel free to chime in if you know more

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:58 AM
To: [redacted]@UHhospitals.org>; [redacted] [redacted]UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has [redacted] done that?

Information Regarding Your Employee's R

Although (b) (6), (b) (7)(C) meets the eligibility requirem and/or certification may be required in order for the a law or company policy. (b) (6), (b) (7)(C) will need to pro of this letter. If the certification is not returned within

---

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:56 AM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

(b) (6), (b) (7)(C) received attached on Friday. (b) (6), (b is calling (b) (6), (b) (7 to better understand, as it appears (b) (6), is eligible but not yet approved for leave based on attached?

Thanks!

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:12 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C
Did you receive any communication from (b) (6), (b) (7)(C) regarding (b) (6), (b) (7 I see (b) (6), (b) listed in (b) (6), (b) (7 as (b) (6), (b) (7)(but I am not privy to the paperwork and am not sure if (b) (6), ever submitted it?
Any emails you have will be helpful to me to work through this.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 8:48 AM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) Taylor.Pedone@UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7)

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7)

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Reply Reply All Forward

(b) (6), (b) (7)(C)

Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

Retention Policy UH Inbox Items Folder 60 Warning (60 days) Expires 7/2/2020

Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dear (b) (6), (b) (7)(C) et al:

[redacted]

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

[redacted]

.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 6:02 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: Determination - (b) (6), (b) (7)(C)
Attachments: Term Letter (b) (6), (b) (7)(C) 20.doc; (b) (6), (b) (7)((b) (6), (b) (7)(denial (b) (6), (b) (7)(C) (b) (6), (b) (-20.pdf

Use this letter and print both on a color printer. I only changed "thru" to "through" on the term letter. Thanks all.

I guess they chose the (b) (6), (b) (20 date in the term letter because while (b) (6), wasn't willing to sign the necessary policy in order to work from home since March, staff were allowed to use PTO for missed time. (b) (6), exhausted what (b) (6), had on (b) (6), (-20. It also sounds like HR is okay with terminating for violation of the attendance policy even though (b) (6), never got a warning and (b) (6), (b) (7 just issued the (b) (6), (b) (7)(denial determination today. I wouldn't be surprised to see (b) (6), (b) pursue this.

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 3:25 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: Determination - (b) (6), (b) (7)(C)

Sure

(b) (6), (b) (7)(C)

Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 3:24 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C)
Amy <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: Determination - (b) (6), (b) (7)(C)

Thanks – I am in the office tomorrow. Can I print and mail tomorrow then?

(b) (6), (b) (7)(C) you will need to do the Oracle piece.

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 3:22 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C)
Amy <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: RE: Determination - (b) (6), (b) (7)(C)

Hi [redacted]

Thank you for reaching out. This is actually what I was waiting on from [redacted] Attached is the letter that needs to go out to [redacted] please review. If you both are okay with the letter are you able to put this in the mail at [redacted] along with the determination letter? Once the letters are mailed to [redacted] please process the termination with an effective date of [redacted] /20.

Thanks,
[redacted]

[redacted]
Office: [redacted]

From: [redacted]
Sent: Tuesday [redacted] 2020 2:34 PM
To: [redacted] @UHhospitals.org>; [redacted] @UHhospitals.org>; [redacted] <[redacted] UHhospitals.org>
Subject: Determination - [redacted]

What is the next step?

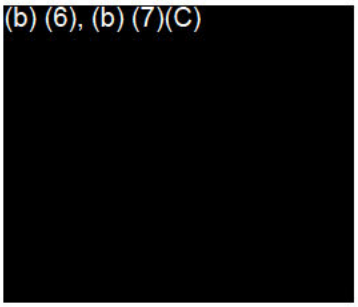
[redacted]

From: MyUHLeaves@uhhospitals.org <MyUHLeaves@uhhospitals.org>
Sent: Tuesday, [redacted] 2020 12:51 PM
To: [redacted] @UHhospitals.org>
Subject: Determination - [redacted]

Hello,

Please review the attached leave correspondence. Please let us know if you have any questions.

Thank you,



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University Hospitals™

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)

This letter is to inform you of your absence on (b) (6), (b) 2020 throu (b) (6), (b) (7)(C) 2020.

These dates were not approved by management or (b) (6), (b) (7)(C) Due to University Hospitals HR-71 Attendance policy and this serious attendance violation, your assignment as a (b) (6), (b) (7)(C) at University Hospitals (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) has been terminated as of (b) (6), (b) (7)(C) 2020.

Please return any property of University Hospitals (b) (6), (b) (7)(C) to the Human Resources department at the address below:

University Hospitals (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

If you have any questions, please contact me at (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C)

Sincerely,
(b) (6), (b) (7)(C)

Cc: Human Resources

.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 3:22 PM
To: (b) (6), (b) (7)(C)
Subject: RE: Determination - (b) (6), (b) (7)(C)
Attachments: Term Letter Example ((b) (6), (b) (7)(C)).doc

Hi (b) (6), (b) (7)(C)

Thank you for reaching out. This is actually what I was waiting on from (b) (6), (b) (7)(Attached is the letter that needs to go out to (b) (6), (b) please review. If you both are okay with the letter are you able to put this in the mail at (b) (6), (b) (7)(C) along with the determination letter? Once the letters are mailed to (b) (6), (b) please process the termination with an effective date of (b) (6), (b) (7/20.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 2:34 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(<(b) (6), (b) (7)(C) UHhospitals.org>
Subject: Determination - (b) (6), (b) (7)(C)

What is the next step?

(b) (6), (b) (7)(C)

From: MyUHLeaves@uhhospitals.org <MyUHLeaves@uhhospitals.org>
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 12:51 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: Determination - (b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 12:44 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

I will be following up with (b) (6), (b) (7 at EOB today to make sure nothing was provided, and we can partner to move forward.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 11:23 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7

Can you confirm what (b) (6), (b) (7)(C) needs to do now that it is (b) (6), (b) (7 to terminate? Just put through Oracle? Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 15, 2020 11:25 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Thanks all. I know this has been a tough situation to manage.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 15, 2020 9:55 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Thank you for reaching out. I tend to agree with your plan of action. I have been working with (b) (6), (b) (7) on this since I returned back from vacation, and we can proceed after (b) (6), (b) (7) 20. There was a bit of confusion on (b) (6), (b) (7)(C) end hence why we have the (b) (6), (b) (7) date. I will follow up with (b) (6), (b) (7) tomorrow to fact check and make sure no other paperwork was provided, and we can close this one out. Either way if paperwork is provided or not by tomorrow we will work through this one. Have a great day and I will close this one out with you soon.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Saturday, June 13, 2020 8:41 AM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave unti (b) (6), (b) (7)(C) 2020

Hi –

I would like to move forward with termination for job abandonment. (b) (6), (b) (7)(C) and I can discuss Monday and circle back with (b) (6), (b) (7) Thanks

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 2:07 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Yes that is what they are doing. (b) (6), (b) (7) is sending the denials and back dating it all the way to (b) (6), (b)
I've asked them to send me a note once those letters go out.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 08, 2020 1:45 PM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

(b) (6), (b) (7)(C) is on vacation this week and I'm not the decision maker. However, wouldn't the first step be for (b) (6), (b) (7 to actually mail (b) (6), (b) a denial for (b) (6), first two (b) (6), (b) (7)(requests for no documentation? (b) (6), (b) (7 combined these into one leave and (b) (6), passed the deadline for submission + a 10-day extension for those two requests. Now, (b) (6), (b) added additional date to (b) (6), (b) (b)-20 and it looks like (b) (6), (b) (7 combined that request to the original leaves. Can (b) (6), (b) (7) separately deny the first two date ranges that (b) (6), submitted prior to the latest request for (b) (6), (b) (to (b) (6), (b) (-20? Thanks.

This is unapproved time off and subject to the attendance policy. Let me know your thoughts on next step

Wes, happy to chat through if you want.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 5:06 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi all
It turns out that (b) (6), (b) has not submitted ANY paperwork back to (b) (6), (b) (7)(Technically (b) (6), had 15 days from (b) (6), original request to submit it so I'm not sure what happened or where the (b) (6), (b) (7) date is coming from.
I'll set up a call for us tomorrow to review next steps.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 01, 2020 12:47 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

Hi,

I just want to circle back on this. It looks like (b) (6), (b) (is out of office this week. We are past the extension date of (b) (6), (b) (7)(C) (b) (6), applied for another leave and I would like to take action as soon as possible if able since we have exceed (b) (6), (b) (7)(C)

(b) (6), has not been to work in 2 months at this point and we really need this role filled.

Thanks for your support and guidance!!!

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 29, 2020 2:54 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)

Sorry to be a pain – we are now receiving notification that (b) (6), (b) is requesting leave for (b) (6), (b) (7) /20 – (b) (6), (b) (/20. Please let me know our options.

Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Friday, May 22, 2020 12:44 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Thank you for the update (b) (6), (b) (7)(C) We can partner back up after (b) (6), extension date has passed to see what next steps look like. Have a good weekend.

(b) (6), (b) (7)(C)

Office: (b) (6), (b) (7)(C)

From:
Sent: Friday, May 22, 2020 12:11 PM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

That changes the due date for [redacted] to provide info from provider from [redacted]/20 to [redacted]/20 (45 days from start of leave)

[redacted]20 leave is pending, not approved. It needs paperwork from the provider and needs to make a determination.

Kronos shows [redacted] days of [redacted] for [redacted] is saying they did not enter that time, nor did [redacted] They we need to notify [redacted] (☺) to remove that from Kronos.

[redacted] has currently not had any leave days approved, however, it appears [redacted] job is protected during this 45 day period? Can you please confirm?

I am summarizing a very long email from [redacted] with attachments and will forward that to you, as well.

Thank you for your support and guidance!

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 11:08 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

I'm guessing [redacted] hasn't submitted [redacted] paperwork yet but unfortunately we don't have access to that and rely on [redacted] to tell us. Did [redacted] have an approved leave prior to this one? [redacted] been out for weeks and if it wasn't approved this should have been counting against [redacted] attendance.
[redacted] – feel free to chime in if you know more

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 10:58 AM
To: [redacted]@UHhospitals.org>; [redacted] <[redacted]UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Agree – looks like more information is needed for this to be approved, has he done that?

Information Regarding Your Employee's R

Although (b) (6), (b) (7)(C) meets the eligibility requirem and/or certification may be required in order for the a law or company policy. (b) (6), (b) (7)(C) will need to pro of this letter. If the certification is not returned within

---

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:56 AM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi Amy,

(b) (6), (b) (7)(C) received attached on Friday. (b) (6), (b is calling (b) (6), (b) (7 to better understand, as it appears (b) (6), is eligible but not yet approved for leave based on attached?

Thanks!

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 10:12 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C)
Did you receive any communication from (b) (6), (b) (7)(C) regarding (b) (6), (b) (7) I see (b) (6), (b) listed in (b) (6), (b) (7 as (b) (6), (b) (7)(but I am not privy to the paperwork and am not sure if (b) (6), ever submitted it?
Any emails you have will be helpful to me to work through this.

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 8:48 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020
Importance: High

HI (b) (6), (b) (7

Any support from you on this appreciated. (b) (6), (b) has continued to be non compliant with requests and adhering to policy. I'm attaching (b) (6), (b) (7)(C) last communication with (b) (6), (b) (7

Can we move this to abandonment and terminate?

Please let us know.

Thanks
(b) (6)

From: (b) (6), (b) (7)(C)
Sent: Monday, May 04, 2020 7:02 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) - Leave until (b) (6), (b) (7)(C) 2020

Hi (b) (6), (b) (7)(C) – Can you help us navigate this situation? We are having a hard time maintaining operations without this position and of course have concerns with keeping up now that we are moving toward the furlough. Are we required to just continue to accept this? I just want to make sure we are aware of our obligations. Let me know if we should have a call to discuss.

Thanks!

Good afternoon,

As a follow up – [redacted] paperwork was due yesterday. It was not submitted and [redacted] has granted [redacted] an extension to turn in until [redacted]

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 1:21 PM
To: [redacted] @UHhospitals.org>; [redacted] @UHhospitals.org>
Cc: [redacted] @UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Thanks for the feedback
The bottom line is that it appears any time [redacted] has been out since [redacted] should be considered protected. We need to stay close to this to ensure [redacted] submits the paperwork. [redacted] will notify [redacted] if it is/isn't approved.
If it is approved [redacted] will exhaust prior to when [redacted] says [redacted] will return.
HR will stay close to it as well.

I'll work with payroll on the removal of the [redacted] from Kronos

[redacted]

From: [redacted]
Sent: Monday, May 04, 2020 12:46 PM
To: [redacted] UHhospitals.org>; [redacted] @UHhospitals.org>
Cc: [redacted] @UHhospitals.org>
Subject: RE: [redacted] - Leave until [redacted] 2020

Hi [redacted]

[redacted] just spoke to [redacted] As of today, MyUHHR shows [redacted] has a leave request for [redacted] /20 – [redacted] 20 awaiting more information. The leave originally shows [redacted] /20 – [redacted] /20. Upon [redacted] speaking to [redacted] this morning, they indicated [redacted] opened a leave to start [redacted] /20 and then [redacted] requested it to be changed to [redacted] /20. After speaking with [redacted], [redacted] is saying they should not have changed the start date to [redacted] /20 and changed it back to [redacted] 0 today.

Reply Reply All Forward

(b) (6), (b) (7)(C)

Sun 5/3/2020 10:38 PM

(b) (6), (b) (7)(C)

Coronavirus (COVID-19) Reasonable Notification Leave

To (b) (6), (b) (7)(C)

Cc (b) (6), (b) (7)(C)

Retention Policy UH Inbox Items Folder 60 Warning (60 days) Expires 7/2/2020

Message Coronavirus (COVID-19) Reasonable Notification Leave (18 KB)

Dear (b) (6), (b) (7)(C) et al:

[redacted]

I will be returning to work tentatively on (b) (6), (b) (7)(C) 2020.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

[redacted]

.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 3:12 PM
To: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C),
Attachments: Term Letter Example ((b) (6), (b) (7)(C)).doc

Hi (b) (6), (b) (7)

FYI the attached is what I will be sending.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

University Hospitals™

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Dear (b) (6), (b) (7)

This letter is to inform you of your absence on (b) (6), (b) (7) 2020 thru (b) (6), (b) (7)(C) 0.

These dates were not approved by management or (b) (6), (b) (7)(C) Due to University Hospitals HR-71 Attendance policy and this serious attendance violation, your assignment as a (b) (6), (b) (7)(C) at University Hospitals (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) has been terminated as of (b) (6), (b) (7)(C) 2020.

Please return any property of University Hospitals (b) (6), (b) (7)(C) to the Human Resources department at the address below:

University Hospitals (b) (6), (b) (7)(C)

If you have any questions, please contact me at (b) (6), (b) (7)(C) or (b) (6), (b) (7)(C) at (b) (6), (b) (7)(C)

Sincerely,
(b) (6), (b) (7)(C)

Cc: Human Resources

.

From: (b) (6), (b) (7)(C)
Sent: Wednesday, (b) (6), (b) (7)(C) 2020 9:17 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: RE: Determination - (b) (6), (b) (7)(C)

Hi Everyone,
Please discontinue emails on this topic. Phone calls are best. Thanks

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 6:02 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: Determination - (b) (6), (b) (7)(C)

Use this letter and print both on a color printer. I only changed "thru" to "through" on the term letter. Thanks all.

I guess they chose the (b) (6), (b) (7) 20 date in the term letter because while (b) (6), wasn't willing to sign the necessary policy in order to work from home since (b) (6), (b) (7)(C) staff were allowed to use PTO for missed time. (b) (6), exhausted what (b) (6), had on (b) (6), (b) (7) 20. It also sounds like HR is okay with terminating for violation of the attendance policy even though (b) (6), never got a warning and (b) (6), (b) (7) just issued the (b) (6), (b) (7)(denial determination today. I wouldn't be surprised to see (b) (6), (b) pursue this.

.

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 18, 2020 8:16 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: FW: Employee Termination - NO ENTRY to be permitted

Hi – Please see below. Apparently we are unable to deactivate (b) (6), (b) (7)(badge.

(b) (6), (b) (7)(C) – I just mailed the letter yesterday so I assume (b) (6), did not receive yet. We may need to wait until Monday to call (b) (6), (b) unless you think otherwise. Just want to follow proper protocol.

Prefer to ask (b) (6), (b) to mail back than drop off.

Thanks

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Thursday, June 18, 2020 8:13 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: Employee Termination - NO ENTRY to be permitted

(b) (6), (b) (7)(C)

Is it possible to schedule a time for (b) (6), (b) (to come back and return (b) (6), (desk keys and badge? I am assuming (b) (6), has personal belongings here as well that (b) (6), will need to collect? We will assist in any way needed

Thank you
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 18, 2020 8:05 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: Employee Termination - NO ENTRY to be permitted

(b) (6), (b) (7)(badge was issued before the system crashed and was updated. It cannot be deactivated and needs to be returned to (b) (6), (b) (7)(C).
Thx (b) (6), (b) (7)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 18, 2020 7:37 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: Employee Termination - NO ENTRY to be permitted
Importance: High

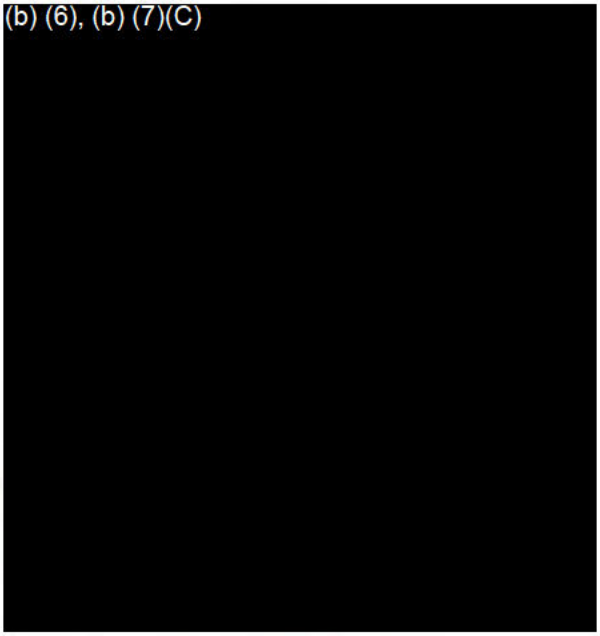
Please note (b) (6), (b) (7)(C) is no longer an employee of UH. (b) (6), is work from home so (b) (6), badge and keys were not able to be collected

(b) (6), (b) (7)(C) Please deactivate (b) (6), access

(b) (6), (b) (7)(C) If (b) (6), (b) comes by he is not to be permitted into the building. (b) (6), (b) (7)(C) and or myself will need to be contacted

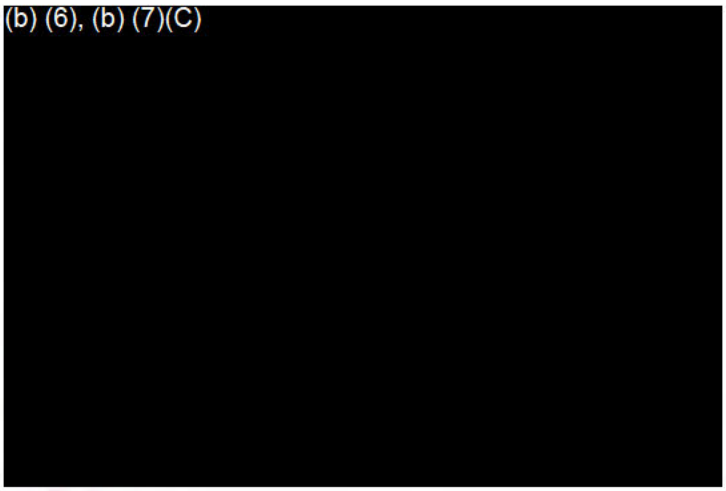
I will provide a picture to security with these same instructions

Thank you
(b) (6), (b) (7)(C)



From: (b) (6), (b) (7)(C)
Sent: Friday, June 19, 2020 4:28 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: Employee Termination - NO ENTRY to be permitted

I don't think (b) (6) has a personal belongings here. (b) (6), also has a key to the file cabinets above (b) (6), desk. (b) (6), helped arrange getting us a duplicate key from (b) (6), (b) (7)(C) earlier on after (b) (6) no longer came to the office, but there wasn't much of anything in there.



From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Thursday, June 18, 2020 8:16 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: Employee Termination - NO ENTRY to be permitted

Hi – Please see below. Apparently we are unable to deactivate (b) (6), (b) (7)(badge.

(b) (6), (b) (7)(C) – I just mailed the letter yesterday so I assume (b) (6), did not receive yet. We may need to wait until Monday to call (b) (6), (b) unless you think otherwise. Just want to follow proper protocol.

Prefer to ask (b) (6), (b to mail back than drop off.

Thanks

From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Thursday, June 18, 2020 8:13 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: Employee Termination - NO ENTRY to be permitted

(b) (6), (b) (7)(C)

Is it possible to schedule a time for [redacted] to come back and return [redacted] desk keys and badge? I am assuming [redacted] has personal belongings here as well that [redacted] will need to collect? We will assist in any way needed

Thank you
[redacted]

From: [redacted]
Sent: Thursday, June 18, 2020 8:05 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: RE: Employee Termination - NO ENTRY to be permitted

[redacted] badge was issued before the system crashed and was updated. It cannot be deactivated and needs to be returned to [redacted].
Thx [redacted]

From: [redacted]
Sent: Thursday, June 18, 2020 7:37 AM
To: [redacted]@UHhospitals.org>; [redacted]@UHhospitals.org>
Cc: [redacted]@UHhospitals.org>
Subject: Employee Termination - NO ENTRY to be permitted
Importance: High

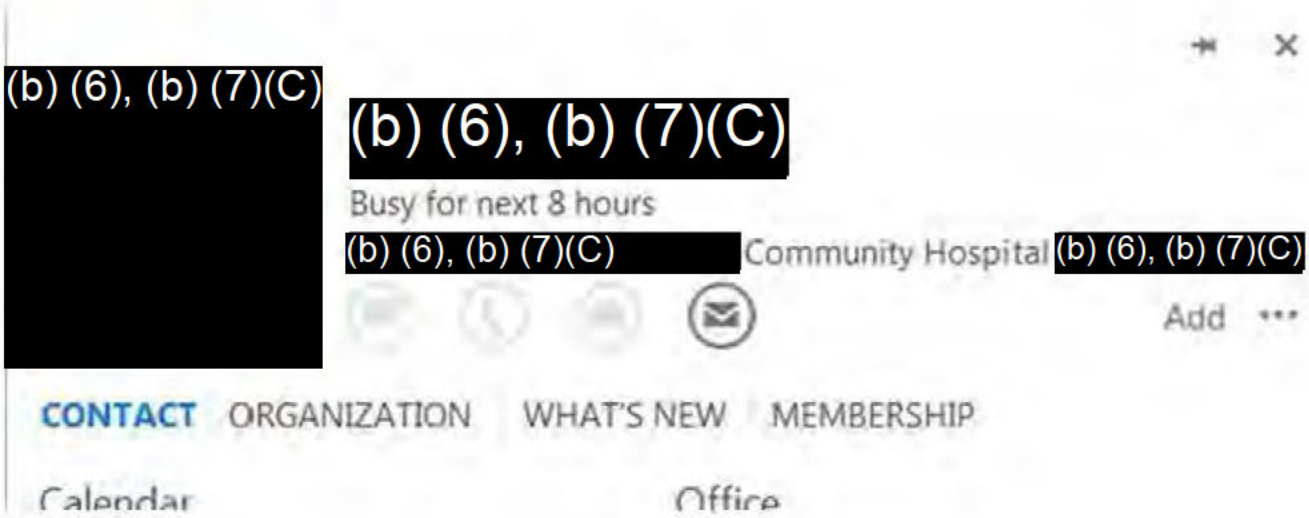
Please note [redacted] is no longer an employee of UH. [redacted] is work from home so [redacted] badge and keys were not able to be collected

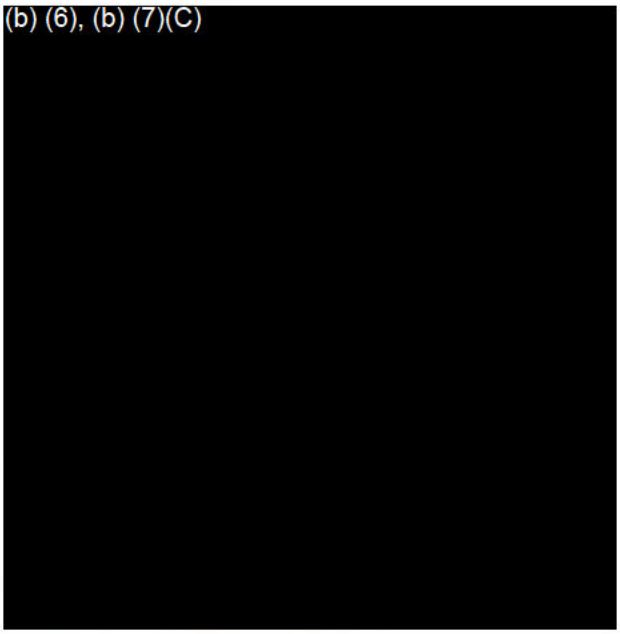
[redacted] Please deactivate [redacted] access

[redacted] If [redacted] comes by [redacted] is not to be permitted into the building. [redacted] and or myself will need to be contacted

I will provide a picture to security with these same instructions

Thank you
[redacted]


(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
Busy for next 8 hours
(b) (6), (b) (7)(C) Community Hospital (b) (6), (b) (7)(C)
Add
CONTACT ORGANIZATION WHAT'S NEW MEMBERSHIP
Calendar
Office


(b) (6), (b) (7)(C)

.

From: (b) (6), (b) (7)(C)
Sent: Monday, June 22, 2020 9:53 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: Determination - (b) (6), (b) (7)(C) -Does HR need to remove (b) (6), (b) (7)(entries from (b) (6), time cards?

Okay, I went ahead and approved the time card for this pay period even though it only includes (b) (6), (b) (7)(and no hours since no one approved it yet.

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Sent: Monday, June 22, 2020 9:42 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: Determination - (b) (6), (b) (7)(C) -Does HR need to remove (b) (6), (b) (7)(entries from (b) (6), time cards?

Yes the (b) (6), (b) (7)(C) will update the files and the file will come over to payroll to remove.

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Monday, June 22, 2020 9:02 AM
To: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: Determination - (b) (6), (b) (7)(C) -Does HR need to remove (b) (6), (b) (7)(entries from (b) (6), time cards?

I didn't approve this pay period's time card. Does Payroll/HR need to remove any (b) (6), (b) (7)(entries previously made since (b) (6), (b) (6), (b) (7)(was denied on (b) (6), (b) (-20 to correct the records? Thanks.

From: (b) (6), (b) (7)(C)
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 2:34 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C)
Amy <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: Determination - (b) (6), (b) (7)(C)

What is the next step?

(b) (6), (b) (7)(C)

[redacted]

From: MyUHLeaves@uhhospitals.org <MyUHLeaves@uhhospitals.org>
Sent: Tuesday, (b) (6), (b) (7)(C) 2020 12:51 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: Determination - (b) (6), (b) (7)(C)

Hello,

Please review the attached leave correspondence. Please let us know if you have any questions.

Thank you,

(b) (6), (b) (7)(C)

[redacted]

THIS EMAIL ADDRESS IS NOT MONITORED. DO NOT REPLY TO THIS EMAIL.
This e-mail and any attachments may be confidential or legally privileged. If you received this message in error or are not the intended recipient, you should destroy the e-mail and any attachments or copies, and you are prohibited from retaining, distributing, disclosing or using any information contained herein. Thank you for your cooperation.

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From: (b) (6), (b) (7)(C)
Sent: Thursday, June 25, 2020 5:22 PM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: Leave Exhaustion Approaching - (b) (6), (b) (7)(C)
Attachments: 201908_785803898234_20200625_0000715925.pdf

Okay

From: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)UHhospitals.org>
Sent: Thursday, June 25, 2020 4:40 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: RE: Leave Exhaustion Approaching - (b) (6), (b) (7)(C)

I think their system is automated to send. We will follow up.
Save for your records but no action required on your part

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

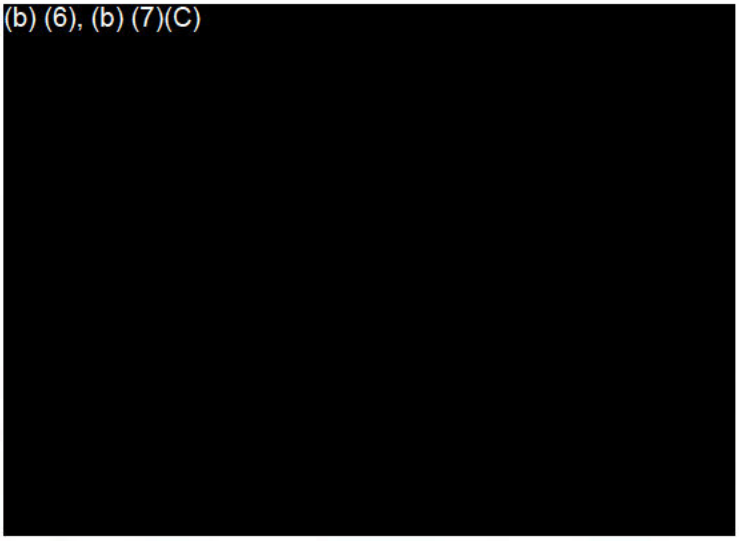
From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Thursday, June 25, 2020 10:57 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C)UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: Leave Exhaustion Approaching - (b) (6), (b) (7)(C)

Hi – see attached. How should we proceed? Thanks

(b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C)
Sent: Thursday, June 25, 2020 10:52 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: Leave Exhaustion Approaching - (b) (6), (b) (7)(C)

Why am I getting this with a date of [redacted]-20 when [redacted] was terminated [redacted]-20?



From: MyUHLeaves@uhhospitals.org <MyUHLeaves@uhhospitals.org>
Sent: Thursday, June 25, 2020 10:01 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: Leave Exhaustion Approaching - (b) (6), (b) (7)(C)

Hello,

Please review the attached leave correspondence. Please let us know if you have any questions.

Thank you,

(b) (6), (b) (7)(C)

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From: (b) (6), (b) (7)(C)
Sent: Monday, July 6, 2020 9:56 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: (b) (6), (b) (7)(C) remove (b) (6), (b) (7)(entries before payroll Monday URGENT FOR 10am

I didn't approve (b) (6), (b) (7)(time card because it includes (b) (6), (b) (7)(that (b) (6), was ultimately denied for. Who can remove it?

(b) (6), (b) (7)(C)

[redacted]

From: (b) (6), (b) (7)(C)
Sent: Thursday, July 2, 2020 11:46 AM
To: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) remove (b) (6), (b) (7)(entries before payroll Monday

Do you want to have someone remove this (b) (6), (b) (7)(time by the Payroll Monday deadline? Thanks.

From: (b) (6), (b) (7)(C)
Sent: Friday, July 10, 2020 9:24 AM
To: (b) (6), (b) (7)(C)
Cc: (b) (6), (b) (7)(C)
Subject: [redacted] Signed and Dated Work From Home Policy
Attachments: Office Depot Scan.pdf

I received this same email that [redacted] received from [redacted] It looks like [redacted] has now signed without edits the latest version of the work from home policy. However, even if [redacted] had not been terminated, the other two members of [redacted] team (b) (6), (b) (7)(C)) were brought back to work in the office full time effective [redacted] 20 for business need. That may not be something [redacted] would agree to anyway. Is there anything that [redacted] or I need to do related to this email considering [redacted] formal complaint to the Bureau of Labor Relations?

(b) (6), (b) (7)(C)

[redacted]

-----Original Message-----
From: Office Depot <noreply2@officedepot.com>
Sent: Thursday, July 9, 2020 7:41 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: [redacted] Signed and Dated Work From Home Policy

External E-mail: Careful opening links or attachments.

From: <noreply1@officedepot.com>

By Director's Order on July 08, 2020, for facial coverings that people wear masks in Cuyahoga County, Ohio for preventing the spread of Covid-19, please find attached (b) (6), (b) (7)(C) Signed and Dated Work From Home Policy and letter.

CONFIDENTIALITY NOTICE: The information contained in this email and attached document(s) may contain confidential information that is intended only for the addressee(s). If you are not the intended recipient, you are hereby advised that any disclosure, copying, distribution or the taking of any action in reliance upon the information is prohibited. If you have received this email in error, please immediately notify the sender and delete it from your system.

-----Original Message-----
From: (b) (6), (b) (7)(C) @UHhospitals.org>
Sent: Friday, July 10, 2020 6:32 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org>; (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: FW: (b) (6), (b) (7)(C) Signed and Dated Work From Home Policy

FYI

(b) (6), (b) (7)(C)

-----Original Message-----
From: Office Depot [mailto:noreply2@officedepot.com]
Sent: Thursday, July 09, 2020 7:38 PM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Subject: (b) (6), (b) (7)(C) Signed and Dated Work From Home Policy

External E-mail: Careful opening links or attachments.

From: <noreply1@officedepot.com>

By Director's Order on July 08, 2020, for facial coverings that people wear masks in Cuyahoga County, Ohio for preventing the spread of Covid-19, please find attached (b) (6), (b) (7)(C) Signed and Dated Work From Home Policy and letter.

CONFIDENTIALITY NOTICE: The information contained in this email and attached document(s) may contain confidential information that is intended only for the addressee(s). If you are not the intended recipient, you are hereby advised that any disclosure, copying, distribution or the taking of any action in reliance upon the information is prohibited. If you have received this email in error, please immediately notify the sender and delete it from your system.

From: (b) (6), (b) (7)(C)
Sent: Thursday, July 09, 2020
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) @UHhospitals.org> (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C) @UHhospitals.org> (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: Signed and Dated Work From Home Policy
Importance: High

Dear (b) (6), (b) (7)(C) et al:

Presently, I am not around a laptop or desktop computer with VMware Horizon or Virtual Desktop Infrastructure (VDI) software to access and submit this document via UH work email.

(b) (6), (b) (7)(C)

I have also expressed workplace concerns or employee interests in prior correspondences including but not limited to what necessary precautions Employer would take to avoid possible spread of the virus on the employee's premises.

By Director's Order on July 08, 2020, for facial coverings that people wear masks in Cuyahoga County, Ohio for preventing the spread of COVID-19, please find attached the signed work from home policy.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: July 09, 2020

POLICY & PROCEDURE

University Hospitals

(b) (6), (b) (7)(C)

Temporary Telecommute Work from Home Policy Related to Coronavirus-19

Objective

University Hospitals Health Systems, Inc. ("UH"), considers telecommuting to be a viable alternative work arrangement in emergency situations when the job function can be performed remotely and when an individual, and supervisor agree that the individual's characteristics are best suited for such an arrangement.

Telecommuting allows qualified employees during this emergency to work at home for all of their regular workweek. Telecommuting is a voluntary work alternative that may be appropriate for some employees and some jobs. It is not an entitlement, nor is it a company-wide benefit, and it in no way changes the terms and conditions of employment with University Hospitals Health Systems, Inc.

(b) (6), (b) (7)(C) has prepared a temporary policy to enable employees whose functions allow them to work from home with appropriate computer and wireless support in the employee's home. Employees who qualify are expected to work their work shift and complete required assignments no different than if they were at a UH location.

Employee phones and emails will be active enabling anytime communication with leadership. Leadership reserves the right to change or terminate work from home arrangements based on issues, interruption of work and business need.

Procedure

1. Leadership would suggest telecommuting as a possible work arrangement for an individual as determined by leadership and the employee.
2. Telecommuting arrangements and offerings are made on a case-by-case basis, focusing first on the business needs of the organization.
3. Any telecommuting arrangement made will be on a temporary basis during this emergency, and may be discontinued, at will, at any time at the request of either the telecommuter or department leader including, direct Supervisor, Manager, Director or above.

Equipment

1. UH will determine the appropriate equipment needs (including hardware and software) for each telecommuting arrangement. Equipment supplied by the organization will be maintained by the organization.
2. In this temporary situation employees may use personal computer equipment for work duties while telecommuting and attest that patient protected health information is not saved or stored on the device. UH accepts no responsibility for damage or repairs to employee-owned equipment. UH reserves the right to make determinations as to appropriate equipment, subject to change at any time.
3. Employee must attest to having appropriate wireless function to connect and perform work duties for the established work shifts.
4. Equipment supplied by UH is to be used for business purposes only. Usage of UH equipment and systems may be monitored at any time. The telecommuter is required to sign an inventory of all office property and agrees to take appropriate action to protect the items from damage or theft.
5. Upon termination of employment all company property will be returned to the employee's leadership on the employee's last day of employment. Exiting employees will be required to work their final day on site unless other arrangements have been made.

PHI and Information Security

1. Consistent with UH expectations of information security for employees working at the office, telecommuting employees will be expected to ensure the protection of proprietary company information and patient's protected health information ("PHI) accessible from their home office. Steps include secure room for work where no other activity will take place during work time, regular password maintenance, and any other steps appropriate for the job and the environment.
2. Telecommuters will not attach any printers, data storage or any other peripheral devices to UH telecommuting equipment.
3. No printing, writing or other recording of patient information will be allowed outside of UH computer systems. This is to ensure that patients' personal health information is not compromised in any way.
4. The employee will establish an appropriate work environment within his or her home for work purposes. Employees will be provided appropriate instructions in setting up a work station designed for a confidential, safe, and comfortable work environment.
5. This work area must be free from traffic by other members of the household, and must ensure a quiet space in which to conduct work, especially when patients are being contacted by phone.
6. Employees must have broadband internet availability, which demonstrably meets minimum standards set by UH.
7. If there are others (spouse, child, other family, non-family) living in the home with the employee the work space must have a door to separate the work area from common areas within the residence.

Internet Requirements and IT Support

1. Internet download speeds of 30Mbps or greater and 1Mbps upload or greater is required for work from home. It is mandatory for thin client users that the telecommuter use a wired connection to the cable or Internet device. Internet providers are able to move modem or cable box to the home office if needed; if using a wireless connection with laptop, it must be secured and password protected. Satellite Internet providers and cellular Internet are not permitted. Shared Internet connections from apartment or condo associations must meet the same Internet download and upload speeds listed above for the Telecommuters individual connection. Streaming media (Netflix, etc.) is not recommended on the same Internet connection while the Telecommuter is working.

- No reimbursement is being offered at this time for home WI-FI cost

2. UH IT does not support or maintain your home Internet, nor are they responsible for troubleshooting home Internet issues. UH IT will set guidelines and provide accurate, general documentation for at-home IT configuration that will work in most homes. Any IT related issues that prohibit work from home may force the Telecommuter to bring their Thin client/UH Laptop to UH for repair as well as to finish their shift at UH. Any and all repair of UH technical equipment will be done at a UH facility.
3. Employee must take a picture of the room, door and computer that will be used to telecommute and perform duties. The picture must be attached to this policy/ agreement attesting to meeting requirements as documented.
4. If telecommuter loses internet, power, or any key UH systems or other systems necessary for telecommuting, the employee is required to notify their Supervisor and Manager. If the outage lasts for more than 30 minutes, the telecommuter must contact their leader and may be asked to come in to the workplace for the remainder of their shift and/or utilize PTO
    - Employees must communicate with their leaders any interruptions to determine next steps including PTO and/or return to UH location
    - Telecommuter may be required to fill out an exception log for missed time punches.

Process Following Deployment

1. Depending on department, after equipment has been provided to the employee, a manager or Supervisor may visit the employee's home worksite for inspection of the site to ensure that it is suitable. Repeat inspections will occur on an as-needed basis.
2. The work schedule the employee will customarily maintain, and the manner and frequency of communication needs to be given to the supervisor and approved by that supervisor. The telecommuter will be required to perform work activities during the posted work schedule. Departmental and organizational policies and procedures relative to tardiness, attendance, performance, etc., still apply. The employee agrees to be accessible by phone , and/or Cisco Jabber and email at all times during the agreed-on work hours, excluding scheduled times for break and lunch.

3. Telecommuting employees are not exempt from the overtime requirements of the Fair Labor Standards Act and will be required to record all hours worked in a manner designated by the organization. Telecommuting employees will be held to a higher standard of compliance than office-based employees due to the nature of the work arrangement.
4. Hours worked in excess of those specified per day and per workweek, in accordance with state and federal requirements, will require the advance approval of the supervisor. Employees must also follow the established departmental guidelines for clocking in on time and being ready to work at the start of the shift. Failure to comply with these requirements can result in the immediate cessation of the telecommuting agreement and possible disciplinary action.

Eligibility

1. Before entering into any telecommuting agreement, the employee, manager & Director will evaluate the suitability of such an arrangement paying particular attention to the following areas:
    a. Employee suitability. The employee and manager will review the needs, such as but not limited to appropriate work space, internet connection, equipment and work history, including any disciplinary actions of the employee
        1. For purposes of this policy and in response to the Government issued guidance to provide work from home options for persons in the state of Ohio working in designated businesses, employees in the following corrective actions statuses WILL be permitted to work from home temporarily:
            1. Confirmation of Counseling
            2. Written Warning
            3. Final Warning
        2. Employees currently in any of the above levels of Corrective Action will be permitted to work from home for the duration the governmental guidance is in place. Upon removal of the "Stay at Home" order, employees in any level of corrective action will be required to return to work in their respective facilities.
            1. Example: staff will be required to return to work 3 business days from date the band is officially lifted in Ohio.

b. Job responsibilities. The employee and manager will discuss the job responsibilities and determine if the job is appropriate for a telecommuting arrangement.
c. Equipment needs, workspace design considerations and scheduling issues.
d. Tax and other legal implications for the business use of the employee's home based on Internal Revenue Service (IRS) and state and local government restrictions. Responsibility for fulfilling all obligations in this area rests solely with the employee.

2. If the employee and manager agree a telecommuting agreement (this agreement) will be prepared and signed by all parties, and a temporary work from home period will begin.
3. In all situations, Work from Home may be revoked or the employee may be asked to return to work based on performance, employee cooperation or UH business need and/or requirements for critical coverage that cannot be performed remotely.
    a. In situations involving termination of work from home due to performance and/or employee cooperation, leadership reserves the right to change status to on site work or unplanned PTO; if PTO is not available, employee may go without pay for periods of time not worked by the employee.

Evaluation and Expectations

1. Evaluation of telecommuter performance during this period may include daily interaction by phone, Jabber, WebEx and e-mail between the employee and the supervisor, and weekly phone or face-to-face meetings to discuss work progress and problems.
2. At the conclusion of these communications the employee and supervisor will each complete an evaluation of the arrangement and make recommendations for continuance or modifications. Evaluation of telecommuter performance will be consistent with that received by employees working at the office in both content and frequency and will focus on work output, completion of objectives, and time-based performance. Telecommuters that fail to meet performance standards are subject to corrective action and also losing their telecommuting privileges and being required to resume working in the office &/or use PTO.
3. A higher level of communication between the telecommuter and supervisor will occur during the temporary work from home period.

4. Any issues arising through this temporary process will require timely communication and coordination with leadership.
5. Telecommuting is *not* designed to be a replacement for appropriate child or parent care, or care for other people or pets in the home. Prospective telecommuters are encouraged to discuss expectations of telecommuting with family members prior to entering into this emergency trial period.

Employee Attestation and Signature

My signature below attests that I have read the above and fully understand and take responsibility for adhering to this policy in addition to existing departmental policies, code of conduct, confidentiality and privacy required to perform my job.

I commit to completing my work with the highest quality and cooperating with my leadership regarding questions and requests made of me to perform my job.

I understand this privilege can be modified or terminated anytime based upon my performance, cooperation and UH need.

(b) (6), (b) (7)(C) ---------- **Date** July 9, 2020

Print Employee Name

(b) (6), (b) (7)(C) ---------- JULY 9, 2020

Signature of Manager or Director **Date**

---------- ----------

Print Manager or Director Name

---------- ----------

List all UH Equipment employee is checking out for temporary Work From Home arrangement:

Qty	Description	P/N (Part Number)	S/N (Serial Number)	Check out Date
1	HP Thin Client T620 (UHxxxxxx/CCMN01AZTCxx)			3/12/2020
1	HP Keyboard			
1	HP Mouse			
1	HP EliteDisplay E233			
1	HP EliteDisplay E233			
1	APC Surge Arrest			
1	15' CAT6 Ethernet Cable - Belkin A3L980-15-BLK-S			

Current Status and working arrangement	Temporary Status and working arrangement

.

From: (b) (6), (b) (7)(C)
Sent: Thursday, July 30, 2020 1:57 PM
To: (b) (6), (b) (7)(C)
Subject: RE: Status of Employment
Attachments: 201908_785803898234_20200616_0000702074.pdf; Term Letter ((b) (6), (b) (7)(C)).doc

Hi (b) (6), (b) (7

Please see the attached letter and the denial letter from (b) (6), (b) (7)(These documents were mailed to your home but I have attached the denial letter from (b) (6), (b) (7 and also your termination letter effective (b) (6), (b) (7/20.

Thanks,
(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)
Office: (b) (6), (b) (7)(C)

From: (b) (6), (b) (7)(C) mailto (b) (6), (b) (7)(C)
Sent: Thursday, July 30, 2020 11:14 AM
To: (b) (6), (b) (7)(C) @UHhospitals.org>
Cc: (b) (6), (b) (7)(C) <(b) (6), (b) (7)(C) UHhospitals.org>
Subject: Status of Employment

Dear (b) (6), (b) (7)(C):

I would like to know my employment status I was informed from (b) (6), (b) (7)(C) that I was terminated.

I am requesting documentation supporting my employment status.

//s// (b) (6), (b) (7)(C)

Revised 3/21/2011

NATIONAL LABOR RELATIONS BOARD

QUESTIONNAIRE ON COMMERCE INFORMATION

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME	CASE NUMBER
University Hospitals Health System	08-CA-262258

1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)

University Hospitals Health System, Inc.

2. TYPE OF ENTITY

[X] CORPORATION [ ] LLC [ ] LLP [ ] PARTNERSHIP [ ] SOLE PROPRIETORSHIP [ ] OTHER (Specify)

3. IF A CORPORATION or LLC

A. STATE OF INCORPORATION OR FORMATION	B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES
Ohio	

4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS

5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR

6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS *(Products handled or manufactured, or nature of services performed).*

Healthcare Services

7. A. PRINCIPAL LOCATION:	B. BRANCH LOCATIONS:
Cleveland	

8. NUMBER OF PEOPLE PRESENTLY EMPLOYED

A. Total: 500+ B. At the address involved in this matter: 500+

9. DURING THE MOST RECENT *(Check appropriate box):* [ ] CALENDAR YR [X] 12 MONTHS or [ ] FISCAL YR *(FY dates)*

	YES	NO
A. Did you **provide services** valued in excess of $50,000 directly to customers outside your State? If no, indicate actual value. $	X	
B. If you answered no to 9A, did you **provide services** valued in excess of $50,000 to customers in your State who purchased goods valued in excess of $50,000 from directly outside your State? If no, indicate the value of any such services you provided. $		
C. If you answered no to 9A and 9B, did you **provide services** valued in excess of $50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than $50,000, indicate amount. $		
D. Did you **sell goods** valued in excess of $50,000 directly to customers located outside your State? If less than $50,000, indicate amount. $		X
E. If you answered no to 9D, did you **sell goods** valued in excess of $50,000 directly to customers located inside your State who purchased other goods valued in excess of $50,000 from directly outside your State? If less than $50,000, indicate amount. $		X
F. Did you **purchase and receive goods** valued in excess of $50,000 from directly outside your State? If less than $50,000, indicate amount. $	X	
G. Did you **purchase and receive goods** valued in excess of $50,000 from enterprises who received the goods directly from points outside your State? If less than $50,000, indicate amount. $	X	
H. **Gross Revenues** from all sales or performance of services ***(Check the largest amount)***: [ ] $100,000 [ ] $250,000 [ ] $500,000 [X] $1,000,000 or more If less than $100,000, indicate amount.		
I. **Did you begin operations within the last 12 months?** If yes, specify date: _____		X

10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?

[ ] YES [X] NO *(If yes, name and address of association or group).*

11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS

NAME	TITLE	E-MAIL ADDRESS	TEL. NUMBER
Marcie Manson	Deputy General Counsel	Marcie.Manson@uhhospitals.org	216-767-8236

12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE

NAME AND TITLE *(Type or Print)*	SIGNATURE	E-MAIL ADDRESS	DATE
Marcie Manson	Marcie Manson	See Above	08/20/2020

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

From: (b) (6), (b) (7)(C)
Sent: Friday, August 28, 2020 1:23 PM
To: Fowle, Noah
Subject: Re: 08-CA-262258 and 08-CA-263654

Good afternoon.

Dear NLRB Field Attorney Fowle,

The UH (b) (6), (b) (7)(C) name is (b) (6), (b) (7)(C) and can be reached at (b) (6), (b) (7)(C).

Sincerely,

/s/ (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

-----Original Message-----
From: Fowle, Noah <Noah.Fowle@nlrb.gov>
To (b) (6), (b) (7)(C) >
Sent: Thu, Aug 27, 2020 5:06 pm
Subject: 08-CA-262258 and 08-CA-263654

(b) (6), (b) (7)(C),

I have some follow up questions for you. Please call me either this evening, or tomorrow (Friday) afternoon.

Noah Fowle
Field Attorney, NLRB – Region 8
1240 E. 9th Street, Room 1695
Cleveland, OH 44199-1086
216 303 7364 (office)
202 674 2311 (cell)
216 522 2418 (fax)
noah.fowle@nlrb.gov

From: (b) (6), (b) (7)(C)
Sent: Wednesday, September 9, 2020 8:48 PM
To: Fowle, Noah
Subject: In regards to our last conversation

Good evening.

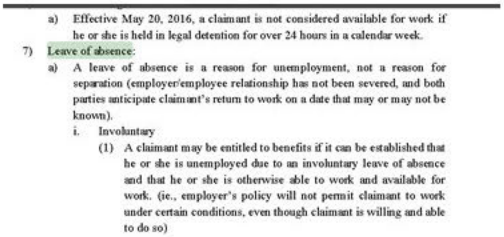
Dear NLRB Field Attorney Fowle,

In regards to our last conversation on whether or not an individual requesting [redacted] paperwork/leave or on unpaid [redacted] leave can he or she apply for unemployment benefits?

I believe the question that should be posed in my case in-regards to leave of absence is whether Employer's policy would not permit me to work under certain conditions, even though I was willing and able to work from home.

On page 42 of UC Law Abstract - Unemployment Compensation Review, it briefly explains multiple examples of how a claimant may be entitled to benefits.

Found at: https://www.web.ucrc.state.oh.us/abstract/abstract.pdf



a) Effective May 20, 2016, a claimant is not considered available for work if he or she is held in legal detention for over 24 hours in a calendar week.

7) Leave of absence:

a) A leave of absence is a reason for unemployment, not a reason for separation (employer/employee relationship has not been severed, and both parties anticipate claimant's return to work on a date that may or may not be known).

i. Involuntary

(1) A claimant may be entitled to benefits if it can be established that he or she is unemployed due to an involuntary leave of absence and that he or she is otherwise able to work and available for work. (ie., employer's policy will not permit claimant to work under certain conditions, even though claimant is willing and able to do so)

I sent the email containing the YELLOW HIGHLIGHTED below-mentioned to you on July 9, 2020 at 10:14 AM from (b) (6), (b) (7)(C)

In the April 3, 2020 email sent by (b) (6), (b) (7)(C) at 6:44 AM [redacted] stated, "I am unable to accept this document with your modifications. We have one standard policy in place for all of (b) (6), (b) (7)(C) to accommodate during this temporary situation related to the current pandemic. I will need a copy of our signed policy without changes to move forward in the process."

Although I was willing and able to work the Employer's policy would not permit me to work under certain conditions (safe conditions). I informed Employer on April 3, 2020 at 11:19 AM that the agreement conflict with social distancing, UH policy, and etc.

And per HR (b) (6), (b) (7)(C), "The emergency work from home policy is to make sure employees have an opportunity to work from home while the Pandemic is being addressed. The remote work from home policy will not include information regarding medical conditions, as this is only in place until the Pandemic is over."

In the April 3, 2020 email sent by (b) (6), (b) (7)(C) at 2:09 PM. Employer laid out two options. There was no mention of [redacted] in the proposal from my Employer. The two options were comprised of me either partnering with the (b) (6), (b) (7)(C) for a (b) (6), (b) (7)(C) accommodation or taking advantage of the Temporary Work from Home Policy.

On April 14, 2020 at 10:20 AM. I made the Employer aware that its policy would not permit me to work under certain conditions (safe conditions) and I never received training in the use of a communicative device or application called Cisco 'Jabber' in order to be held to a "higher" standard of compliance and meet performance standards. **SEE, TODAY'S SENT EMAIL.**

I did not receive any response back from my Employer.

If the Employer would have told the state agency overseeing unemployment benefits the truth that its one standard policy in place for all of (b) (6), (b) (7)(C) to accommodate during this temporary situation related to the current pandemic policy would not permit me to work under certain conditions, even though I was willing and able to work.

It could have established that I was entitled to benefits.

The Employer backdated my [redacted] to [redacted] 2020 on [redacted] 2020 and falsified my employment status to the state agency overseeing unemployment benefits about [redacted] 2020 in retaliation for my protected concerted activity.

I received an updated Kronos time Sheet from Employer dated [redacted] 2020 showing [redacted] was entered from [redacted] 2020 to [redacted], 2020 and deleted. **SEE, TODAY'S SENT EMAIL.**

Per Employer dated [redacted] 2020 notice the effective date of my termination was [redacted] 2020 no [redacted], 2020.

Respectfully,

/s/(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

October 13, 2020

Marcie Mason, Deputy General Counsel
University Hospitals
3605 Warrensville Center Rd
Shaker Heights, OH 44122

Re: University Hospitals Health System
Case 08-CA-262258

University Hospitals Health System
Case 08-CA-263654

Dear Ms. Mason:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

JENNIFER A. HADSALL
Acting Regional Director

cc: (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)